

## **EXHIBIT A**

1 STATE OF ARIZONA

2 COUNTY OF MARICOPA

3 **Declaration of Michelle Cordova**

4 I, Michelle Cordova, being over the age of 18 years, of sound mind and fully  
5 competent to make this Declaration, hereby declare the following as true and correct to  
6 the best of my personal knowledge:

7 1. I am currently employed by Swift Transportation Co. of Arizona, LLC  
8 ("Swift") as its Regional Recruiting Leader for the West Coast. I have been employed by  
9 Swift for more than 15 years in its Recruiting and Investigations departments.

10 2. Individuals can be disqualified from employment with Swift for a variety of  
11 reasons. To ascertain the reason that any specific individual was disqualified, a case-by-  
12 case analysis is required. During the proposed class period, Swift did not use standardized  
13 codes or keep records that would allow a person to readily establish why an individual  
14 applicant was not hired by Swift.

15 3. There are a number of different reasons that an individual might be  
16 disqualified from employment with Swift after a criminal background report has been  
17 ordered and reviewed.

18 4. As one example, individuals can be disqualified because they fail Swift's  
19 Department of Transportation Pre-Employment Drug Screen after criminal background  
20 reports have been ordered. As just one example, an individual, "Felix L\_\_", applied for  
21 employment with Swift on March 15, 2011. The individual successfully pre-qualified,  
22 consumer reports were ordered and reviewed, and he was approved for further processing.  
23 Felix L\_\_ also passed his Medical Examination for Commercial Driver Fitness. However,  
24 on March 23, 2011, Swift received notice that Felix L\_\_ failed his Pre-Employment Drug  
25 Screen. As a result, he was determined to be not eligible for hire. This is one of many  
26 examples of individuals who failed drug screens during the class period and were not  
27 hired because of this failure.  
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1           5. Other individuals are not hired because they cannot pass the required  
2 Medical Examination for Commercial Driver Fitness. One example is "Thomas S.," who  
3 applied for employment with Swift on January 25, 2011. Thomas S. revealed a domestic  
4 violence conviction from 1999 on his employment application. Notwithstanding this  
5 conviction, he was approved by Investigations for further processing after an interview,  
6 given that this was his only conviction, that he had been truthful on his application and  
7 that the conviction was nearly 12 years old. The individual was scheduled for orientation  
8 and attended orientation beginning on January 25, 2011. However, on January 23, 2011,  
9 Swift learned that the individual's doctor would not release him to work due to a hernia  
10 and that Thomas S. therefore could not pass the Medical Examination for Commercial  
11 Driver Fitness. Thomas S. was informed he could not currently qualify for employment  
12 with Swift. He informed Swift that he would have the hernia repaired and would contact  
13 Swift to re-apply for employment.

14           6. Still other individuals are not hired because they fail their road test. As one  
15 example, "Timothy B." applied for employment with Swift on January 24, 2011. He  
16 successfully pre-qualified, consumer reports were ordered and reviewed, and he was  
17 approved for further processing. He passed his Medical Examination for Commercial  
18 Driver Fitness. However, during his road test, he did not watch mirrors, hit a curb sign,  
19 did not know how to shift and never took the truck's transmission out of fifth gear. As a  
20 result, he failed his road test and was denied employment with Swift. This is one of  
21 numerous examples of applicants who failed road tests during the class period.

22           7. As another example, sometimes individuals engage in misconduct during  
23 orientation that results in a decision to disqualify them from further consideration. For  
24 example, on June 30, 2011, "George P." threatened another orientation attendee, saying he  
25 was going to "break his jaw." He also rudely interrupted an instructor and yelled at  
26 another attendee. Swift decided to disqualify George P. and remove him from orientation  
27 before he completed orientation. There are other examples of individuals removed from  
28

1 orientation for misconduct and other reasons.

2 8. Another individual, "Mulugeta G.," got in an argument at orientation when  
3 he was informed he could not be dedicated to a specific customer account because he did  
4 not have the required driving experience or live within the proper geographic boundary.  
5 The individual was sent home from orientation on or about March 10, 2011. The  
6 Recruiting Manager sent a message to Mulugeta G.'s recruiter to, "Kindly advise your  
7 applicant that he will not be working for Swift and he will be responsible for paying for  
8 the hotel room for last night which was not authorized. Perhaps, this episode of this  
9 applicants [sic] entitlement and superiority will yield him a valuable lesson and he will  
10 make better decisions in an interview process in the future."

11 9. Some applicants simply do not show up for orientation, choosing not to  
12 attend for various reasons. As one example, on March 17, 2011, Swift learned that  
13 "Armando G." failed to show up at orientation. The Orientation Administrator contacted  
14 Armando G. at his motel room. Armando G. informed the Administrator that he was not  
15 coming to work for Swift because Swift did not pay "enough money" to its drivers.

16 10. Other applicants are offered employment with Swift and simply choose to  
17 go to work for other companies. "Daniel V." applied for employment with Swift on  
18 January 19, 2011. He passed his Medical Examination For Commercial Driver Fitness.  
19 He passed his road test. Swift offered him employment as a driver. On January 25, 2011  
20 Swift was notified by Daniel V. that he had accepted a job with another company and he  
21 declined Swift's offer of employment.

22 11. Sometimes, Swift discovers an applicant has provided false information on  
23 his or her application only after that individual arrives at orientation. One such individual,  
24 "Susie O.," applied for employment with Swift on October 12, 2010. On her application,  
25 Susie O. disclosed only one accident and indicated it was "not her fault." As part of Susie  
26 O.'s employment verification process, Swift sent out a Past Employment Verification to  
27 one a former trucking employer listed by Susie O. on her application on October 13, 2010.

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1 On October 13, 2010, Susie O. was scheduled to attend orientation, starting October 18,  
2 2010. Susie O. arrived at orientation on October 18, 2010. On October 19, 2010, Swift  
3 received from the former trucking employer the Past Employment Verification form,  
4 which listed nine different accidents that Susie O. had been involved in while employed  
5 by that company from 2005 through 2010. Susie O. admitted during orientation that she  
6 had failed to list these accidents on her Swift employment application. Swift disqualified  
7 Susie O. from further consideration on October 19, 2010 and she was sent home from  
8 orientation. This is one of many example where Swift only learned about disqualifying  
9 information after consumer reports were ordered and after the individual had already  
10 shown up to orientation.

11 12. In another example, an individual, "William B.," applied for employment  
12 with Swift on October 21, 2010. In response to the pre-qualification question of whether  
13 he had ever used any illegal drugs, William B. checked yes. In response to the question  
14 "if yes, when" he responded, "8 years ago and NEVER again." The recruiter, as part of  
15 Swift's standard procedures, would have asked William B. what drugs he had used. He  
16 would only have been approved for further consideration if his response had been,  
17 "marijuana." Swift allows individuals who have used marijuana more than 3 years ago to  
18 be approved for further consideration. The individual was scheduled for orientation and  
19 showed up for orientation on November 29, 2010. At orientation, William B., as with all  
20 attendees, was given a presentation wherein a Swift employee shows the Swift application  
21 on an overhead projector and goes through its questions with the attendees. The Swift  
22 orientation employee informs the attendees of the importance that they provide accurate  
23 information on their application, and further informs them that this is their last opportunity  
24 to revise their answers for accuracy. Many attendees choose to make changes to their  
25 application information at this point. William B. was one of these individuals. He hand-  
26 wrote on his application that he had used "meth," or methamphetamine, eight years ago.  
27 Swift does not hire applicants who have used methamphetamine within the past 10 years.

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1 William B. was informed that he did not meet Swift's hiring criteria and he was sent home  
2 from orientation on December 1, 2010 at 2:21 p.m.

3 13. A true and accurate copy of Kelvin Daniel's and Tanna Hodges' Online  
4 Applications are attached hereto as Exhibit ("Exh.") 1, STC212819-31 (sensitive  
5 information redacted). Online Applications are stored by Swift at or near the time that the  
6 information is transmitted to Swift, are kept in the course of Swift's regularly conducted  
7 business activity and it is the regular practice of that business activity to make and  
8 accurately store those Online Applications.

9 14. The format of the Online Applications contained in Exhibit 1 was the  
10 standard format for the online applications filled out by all applicants applying via the  
11 Internet from August 2006 to March 2011. At the bottom of page 1 of the Online  
12 Applications, applicants are asked, "May we request information on you from outside  
13 consumer reporting agencies?" See STC212819, 212825. Applicants were required to  
14 check "yes" in order to be processed further for employment with Swift. On the last page  
15 of the application, there was Acknowledgment language that applicants agreed to by  
16 clicking a Submit button, giving Swift "the right to investigate all references and to secure  
17 additional information about me, if job-related." See STC212824, 212831.

18 15. Both Daniel and Hodges checked "Yes" in response to the question of  
19 whether Swift may request information from outside consumer reporting agencies, and  
20 both clicked on the Submit button below their Acknowledgment language. See Exh. 1,  
21 STC 212819, 212824-25, 212831. True and correct copies of additional completed  
22 Online Applications wherein the applicants checked "Yes" allowing Swift to request  
23 information from outside consumer reporting agencies are attached hereto as Exh. 2.

24 16. In or about March 2011, Swift changed its online application to an App  
25 Manager Application. A true and correct copy of the App Manager Application form is  
26 attached hereto as Exh. 3, STC000101-06. A representative sample of true and correct  
27 copies of App Manager Applications in completed form are attached hereto as Exh. 4,  
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1 STC644301-86. App Manager Applications are stored by Swift at or near the time that  
2 the information is transmitted to Swift, are kept in the course of Swift's regularly  
3 conducted business activity and it is the regular practice of that business activity to make  
4 and accurately store those App Manager Applications. Exh. 4 contains App Manager  
5 Applications in "web view" format. The content in this view contains the same  
6 information and signature as their App Manager Applications.

7 17. The App Manager Application contains new revised consent language that  
8 expressly references consumer reports and further states that the applicant has a right to  
9 obtain a free copy of their consumer report and a right to dispute the accuracy or  
10 completeness of the consumer report. *See* Exh. 2 at STC000106.

11 18. Below the App Manager Application's consent language, the form expressly  
12 provides, "I have read and agree to the above release and ***I give permission to obtain***  
13 ***consumer reports.***" *Id* (emphasis added). An applicant must check the "Yes" button to  
14 be processed further for employment with Swift. The applicant must also sign below this  
15 language, using their mouse to sign electronically. *Id*.

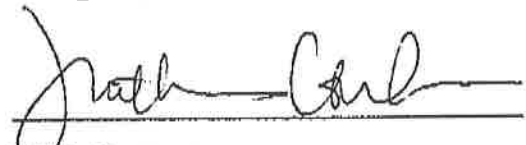
16 19. Some applicants fill out Swift's paper employment application and submit it  
17 either by facsimile or through the mail. There is typically no in-person contact with these  
18 applicants before Swift ordering their consumer reports.

19 20. Swift's paper application has changed over time. There was one form in use  
20 through June 2009. From June 2009 through September 2009, Swift instituted a revised  
21 paper application with new language regarding criminal conviction information. Finally,  
22 from September 2009 through the present, Swift began using a new paper application.

23 21. During the proposed five-year class period, a substantial portion of the  
24 driver applicants that have applied for employment with Swift and for whom a consumer  
25 report was ordered applied before August 8, 2009.

1 I declare, under penalty of perjury, that the foregoing is true and correct.

2 Executed on: October 30, 2012

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4 Michelle Cordova

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## **EXHIBIT 1**



## Driver Recruiting Process - Online Application

All information in RED letters is required

Application Date: 12/27/2010

Do you know the name of your recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

### Driver Personal Information

First Name

Kevin

Last Name

Daniel

Middle Initial

D

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

### Driver's License & CDL Information

No.

State Georgia

Expires 12/25/2014

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☐ HAZMAT ☐ Doubles ☐ Triples ☐ Tankers

### Contact Info

#### Driver Address

Street Address

City

State

Zip

County

How long at this address? 1mth

Street Address

City

State

Zip

County

How long at this address? 18yrs

Street Address

City

State

Zip

County

How long at this address? 17yrs

Street Address

City

State

Zip

County

How long at this address? 3yrs

### Contact Information

Home Phone

Fax

Cellular

2nd Phone

Email Address

May we request information on you from outside consumer reporting agencies?

☒ Yes ☐ No

Comments:

Continue



## Driver Recruiting Process - Online Application

All information in REQ letters is required

Application Date: 12/27/2010

Do you know the name of your recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

### Driver Personal Information

First Name: Kelvin Last Name: Daniel  
Middle Initial: D  
Birthdate: (MM/DD/YYYY) Social Security #  
Comment:

### Driver's License & CDL Information

No. State: Georgia Expires: 12/25/2014 (MM/DD/YYYY)  
CDL Holder? Yes  
CDL Endorsements: ☐ HAZMAT ☐ Doubles ☐ Triples ☐ Tankers

### Pre-Hire Questionnaire

Have you ever applied for work and/or worked for this company before? ☐ Yes ☒ No

If yes, when?

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country? ☒ Yes ☐ No

Are you able to perform the essential functions and duties of the job as contained in the job description with reasonable accommodations? ☒ Yes ☐ No  
[Click here to view job descriptions](#)

Have you ever been denied a license, permit or privilege to operate a motor vehicle? ☐ Yes ☒ No  
If yes, then when and why?

Has any license, permit or privilege ever been suspended or revoked? ☐ Yes ☒ No  
If yes, then when and why?

2005-Failure to appear in court

Have you ever been stopped while intoxicated? ☐ Yes ☒ No  
If yes, then when?

Have you ever used any illegal drug (including marijuana)? If yes, when was the last time? ☐ Yes ☒ No  
If yes, then when?

Have you ever been convicted for possession, sale, or use of a narcotic drug, amphetamine or a derivative thereof? ☐ Yes ☒ No

Comments:

Have you ever been convicted of a criminal offense? In California, 'crime' shall exclude convictions for marijuana-related offenses that are more than two years old, as defined in California Health and Safety Code section 11357 (b) and (c) and 11360 (c), or in California Health and Safety Code sections 11364, 11365, or 11550 of the Health and Safety Code as they related to marijuana prior to January 1, 1976, or the statutory predecessors. ☐ Yes ☒ No

Comments:

Do you currently have any criminal actions pending in which you are a defendant? ☐ Yes ☒ No  
If yes, explain:

Are you currently on probation or parole? ☐ Yes ☒ No  
If yes, explain:

### Please complete this information:

Date of Arrest (MM/DD/YYYY):		Date of Arrest (MM/DD/YYYY):	
Charge 1		Charge 2	
Location County		Location County	
Location State		Location State	
Conviction Date (MM/DD/YYYY):		Conviction Date (MM/DD/YYYY):	
Charge		Charge	
Sentence		Sentence	
Time Served		Time Served	
Dates on Probation or Parole		Dates on Probation or Parole	
Please describe what happened:		Please describe what happened:	
Any other arrests or convictions?	<input type="radio"/> Yes <input checked="" type="radio"/> No	Any charges pending now?	<input type="radio"/> Yes <input checked="" type="radio"/> No
Any other names used (married, married, etc.):			
Gender	--	Race	--

Continue

REDACTED

STC212620





# Driver Recruiting Process - Online Application

All information in RED letters is required

Application Date: 12/27/2010

Do you know the name of your recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

## Driver Personal Information

First Name

Kelvin

Last Name

Daniel

Middle Initial

D

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

## Driver's License & CDL Information

No.

State Georgia

Expires 12/25/2014

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

HAZMAT Doubles Triples Tankers

## Driver Information

Please complete the driving experience information below:

Have you had licenses in other states in the last 5 years?

No

State	License Type	License Number
Georgia	Class A	

List all states in which you have operated a Class A motor vehicle in the past 5 years:

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT: Van, Tank, Flat, etc.	FROM: (MM/DD/YYYY)	TO: (MM/DD/YYYY)	APPROX. NO. OF MILES TOTAL
STRAIGHT TRUCK	Cargo	05/10/2010		
TRACTOR AND SEMI TRAILER	Van	07/11/2009	12/01/2010	
TRACTOR AND TWO TRAILERS				0
OTHER				0

How many moving violations have you had in the last 5 years?

1

DATE (MM/DD/YYYY)	LOCATION (STATE)	CHARGE	PENALTY
12/27/2008	Ga.	Failure to obey sign	fined

How many accidents have you had in the last 5 years?

1

DATE (MM/DD/YYYY)	TYPE VEHICLE	NATURE OF ACCIDENT (HEAD-ON, REAR END, UPSET, ETC.)	INDICATE PREVENTABLE OR NON-PREVENTABLE	FATALITIES	INJURIES	AMOUNT OF PROPERTY DAMAGE
03/11/2008	DHL van	Rear End	No	0	0	0

Continue

**Driver Recruiting Process - Online Application**

All information in RED letters is required

Application Date: 12/27/2010

Do you know the name of your recruiter?

I don't know

Job(s) applying for:

(Ctrl-Click to select more than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

**Driver Personal Information**

First Name: Kelvin Last Name: Daniel  
 Middle Initial: D  
 Birthdate: (MM/DD/YYYY) Social Security #  
 Comment:

**Driver's License & CDL Information**

No. State: Georgia Expires: 12/25/2014 (MM/DD/YYYY)

CDL Holder? Yes

CDL Endorsements ☐ HAZMAT ☐ Doubles ☐ Triples ☐ Tankers**Work History**

5 years of work history are required. 10 years of work history are required if any commercial driving experience was during that time period.

**Work History**

Company Name:	HH Gregg/Usf/3pd	From:	05/11/2010 (MM/DD/YYYY)	To:	Present (MM/DD/YYYY)	May we contact this employer? Yes No
Street Address:	3000 South Park Blvd					
City:	Ellenwood	State:	Georgia	Zip:	95835	
Phone:	678-678-5278	Supervisor's Name:	Wayne H			
Position:	Driver/Helper	Type of Equip. Driven:	Straight Trucks			
Reason for leaving:	Present					
Company Name:	Labor Ready	From:	09/10/2009 (MM/DD/YYYY)	To:	Present (MM/DD/YYYY)	May we contact this employer? Yes No
Street Address:	120 Wendell Ct					
City:	Atlanta	State:	Georgia	Zip:	95835	
Phone:	404-696-2176	Supervisor's Name:	Chris M			
Position:	Driver/Etc	Type of Equip. Driven:	Tractor Trailer (Reefers)			
Reason for leaving:	Present					
Company Name:	DHL Express	From:	08/09/1996 (MM/DD/YYYY)	To:	10/10/2008 (MM/DD/YYYY)	May we contact this employer? Yes No
Street Address:	N/A					
City:	Atlanta	State:	Georgia	Zip:	95835	
Phone:	678-596-2011	Supervisor's Name:	Steve F			
Position:	Sub-Contractor	Type of Equip. Driven:	Cargo van/Straight trucks			
Reason for leaving:	Company closed down					
Company Name:	Pinkerton Securites	From:	12/28/94 (MM/DD/YYYY)	To:	08/09/96 (MM/DD/YYYY)	May we contact this employer? Yes No
Street Address:	n/a					
City:	Atlanta	State:	Georgia	Zip:	95835	
Phone:	n/a	Supervisor's Name:	David F			
Position:	Security Supervisor	Type of Equip. Driven:	none			
Reason for leaving:	Went out of business					
Company Name:	United States Navy	From:	06/16/1992 (MM/DD/YYYY)	To:	09/22/1994 (MM/DD/YYYY)	May we contact this employer? Yes No
Street Address:	USS Lasalle & USS Pon' ce					
City:	Norfolk	State:	Virginia	Zip:	95835	
Phone:	n/a	Supervisor's Name:	Uncle Sam			
Position:	Radioman	Type of Equip. Driven:	None			
Reason for leaving:	General Discharged					



## Driver Recruiting Process - Online Application

All information in RED letters is required

Application Date: 12/27/2010

Do you know the name of your recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

### Driver Personal Information

First Name Kelvin Last Name Daniel

Middle Initial D

Birthdate Social Security #

(MM/DD/YYYY)

Comment

### Driver's License & CDL Information

No. State Georgia Expires 12/25/2014 (MM/DD/YYYY)

CDL Holder? Yes

CDL Endorsements ☐ HAZMAT ☐ Doubles ☐ Triples ☐ Tankers

Education/Military Service
What is the highest grade you've completed? 12
High School
Name Graduate? Degree Major/Minor
Tift County <input checked="" type="radio"/> Yes <input type="radio"/> No Diploma History/Science
College
Name Graduate? Degree Major/Minor
<input type="radio"/> Yes <input type="radio"/> No
Graduate School
Name Graduate? Degree Major/Minor
<input type="radio"/> Yes <input type="radio"/> No
Technical/Trade School/Truck Driving School
Name Graduate? Degree Major/Minor
Moultrie Tech College <input checked="" type="radio"/> Yes <input type="radio"/> No Diploma Commercial Truck Driv
Have you served in the U.S. Armed Forces?
<input checked="" type="radio"/> Yes <input type="radio"/> No
Branch Dates Served From: Dates Served To:
United States Navy 06/16/1992 09/22/1994

Continue



**Driver Recruiting Process - Online Application**All information in **RED** letters is required

Application Date: 12/27/2010

Do you know the name of your recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more than one job)--  
AAA I need to attend school

Experience level:

Has Class A CDL but needs training

**Driver Personal Information**

First Name Kevin Last Name Daniel  
 Middle Initial D  
 Birthdate (MM/DD/YYYY) Social Security #   
 Comment

**Driver's License & CDL Information**No.  State Georgia Expires 12/25/2014 (MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☐ HAZMAT ☐ Doubles ☐ Triples ☐ Tankers

Submit Application

**ACKNOWLEDGEMENT**

I give Swift Transportation, Inc. (the Company) the right to investigate all references and to secure additional information about me, if job-related. I release from liability the Company and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information. A copy of this page serves as my authorization to seek/provide this information. I agree to sign all documents and consent forms which the Company deems necessary to verify the facts provided in this application. I give my consent and release from liability the Company and its representative, to respond to any inquiries made about me as part of a reference check by any subsequent or potential employer.

From time to time the Company may find it necessary to conduct investigations. If it does, employees are expected to truthfully participate and cooperate in such investigations, including submission to searches of property. Failure to do so may subject employees to disciplinary action, which may include termination of employment.

I realize as a condition of employment I will be required to undergo a post offer/pre-employment medical examination and substance abuse screening test at the expense of and as prescribed by the Company, and that any offer of employment is conditioned upon the successful completion of these tests. I agree to furnish such additional information and undergo any other examinations or test to complete the employment file, or to continue my employment with the Company, if employed. These tests may include, but are not necessarily limited to random, for cause, reasonable suspicion or post accident alcohol and substance abuse screening tests. Further, I release the Company, its agents or employees from any and all claims or actions arising out of such alcohol and substance abuse tests including, but not limited to, the testing procedures, the analysis or the disclosure of test results.

I understand that any offer of employment is contingent upon my ability to produce documentation verifying my identity and legal authorization to be employed, as required by the Immigration Reform & Control Act of 1986 (IRCA).

This application is active for sixty (60) days from the date it is completed, or until the specific position opening for which it was submitted is closed, whichever is earlier. Subsequent to the preceding consideration period, I must submit a new application to be considered for this, or any other position.

I understand and agree that any misrepresented, inaccurate, misleading, incomplete or omitted information provided by me in this application will be sufficient cause for cancellation of this application and/or separation from the Company's service if employed. Further, I understand that just as I am free to resign at any time, for any reason, with or without prior notice, the Company reserves the right to terminate my employment at any time, for any reason, with or without prior notice. I understand that no representative of the Company has the authority to make any verbal or written assurances to the contrary. I recognize the employment relationship to be an at-will relationship and not for a specific period of time. This application represents the complete and final expression of the intent of the parties and may not be modified except by a writing duly executed by the undersigned and the President of the Company.

I hereby agree to submit to binding arbitration all disputes and claims arising out of the submission of this or formal application. I further agree, in the event that I am offered employment by the company, as a condition to that employment, all disputes that cannot be resolved by informal internal resolution which might arise out of my employment with the company, whether during or after that employment, will be submitted to binding arbitration in lieu of any Federal or State investigative, administrative or legal proceeding. I agree that such arbitration shall be conducted under the rules of the American Arbitration Association. This application contains the entire agreement between the parties with regard to dispute resolution, and there are no other agreements as to dispute resolution, either oral or written.

I have read carefully the above information, understand and accept the contents thereof. This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.



**Driver Recruiting Process - Online Application**

All information in RED letters is required

Application Date: 12/12/2009

Do you know the name of your recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

**Driver Personal Information**

First Name

Tanna

Last Name

Hodges

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

I HAVE GOT MY CDL'S

**Driver's License & CDL Information**

No.

State Ohio

Expires 02/18/2011

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☐ Doubles ☐ Triples ☒ Tankers**Contact Info****Driver Address**

Street Address

City

State

Zip

County

How long at this address? 1 MONTH

Street Address

City

State

Zip

County

How long at this address? 4 YRS

Street Address

City

State

Zip

County

How long at this address? 13 YRS

Street Address

City

State

Zip

County

How long at this address?

**Contact Information**

Home Phone

Fax

Cellular

2nd Phone

Email Address

May we request information on you from outside consumer reporting agencies?

☒ Yes ☐ No

Comments:

**Continue**



# Driver Recruiting Process - Online Application

All information in RED letters is required

Application Date: 12/12/2009

Do you know the name of your recruiter?

I don't know

Job(s) applying for:

(Ctrl-Click to select more than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

## Driver Personal Information

First Name: Tanna Last Name: Hodges  
 Middle Initial: L  
 Birthdate: (MM/DD/YYYY) Social Security #:  
 Comment: I HAVE GOT MY CDL.S

## Driver's License & CDL Information

No. State: Ohio Expires: 02/18/2011 (MM/DD/YYYY)

CDL Holder? Yes

CDL Endorsements: ☒ HAZMAT ☐ Doubles ☐ Triples ☒ Tankers

Pre-Hire Questionnaire	Comments	Initials	Date
Have you ever applied for work and/or worked for this company before?	<input checked="" type="radio"/> Yes <input type="radio"/> No		
If yes, when? 09/29/2009			
If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?	<input checked="" type="radio"/> Yes <input type="radio"/> No		
Are you able to perform the essential functions and duties of the job as contained in the job description with reasonable accommodations? <a href="#">Click here to view job descriptions</a>	<input checked="" type="radio"/> Yes <input type="radio"/> No		
Have you ever been denied a license, permit or privilege to operate a motor vehicle?	<input type="radio"/> Yes <input checked="" type="radio"/> No		
If yes, then when and why?			
Has any license, permit or privilege ever been suspended or revoked?	<input type="radio"/> Yes <input checked="" type="radio"/> No		
If yes, then when and why?			
Have you ever been stopped while intoxicated?	<input type="radio"/> Yes <input checked="" type="radio"/> No		
If yes, then when?			
Have you ever used any illegal drug (including marijuana)? If yes, when was the last time?	<input type="radio"/> Yes <input checked="" type="radio"/> No		
If yes, then when?			
Have you ever been convicted for possession, sale, or use of a narcotic drug, amphetamine or a derivative thereof?	<input type="radio"/> Yes <input checked="" type="radio"/> No		
Comments:			
Have you ever been convicted of a criminal offense? In California, 'crime' shall exclude convictions for marijuana-related offenses that are more than two years old, as defined in California Health and Safety Code section 11357 (b) and (c) and 11360 (c), or in California Health and Safety Code sections 11364, 11365, or 11350 of the Health and Safety Code as they related to marijuana prior to January 1, 1975, or the statutory predecessors.	<input type="radio"/> Yes <input checked="" type="radio"/> No		
Comments:			
Do you currently have any criminal actions pending in which you are a defendant?	<input type="radio"/> Yes <input checked="" type="radio"/> No		
If yes, explain:			
Are you currently on probation or parole?	<input type="radio"/> Yes <input checked="" type="radio"/> No		
If yes, explain:			



**Driver Recruiting Process - Online Application**

All information in RED letters is required

Application Date: 12/12/2009

Do you know the name of your recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

**Driver Personal Information**

First Name Tanna Last Name Hodges  
 Middle Initial L  
 Birthdate (MM/DD/YYYY) Social Security #  
 Comment I HAVE GOT MY CDLS.

**Driver's License & CDL Information**

No. State Ohio Expires 02/18/2011 (MM/DD/YYYY)

CDL Holder? Yes

CDL Endorsements ☒ HAZMAT ☐ Doubles ☐ Triples ☒ Tankers**Driver Information**

Please complete the driving experience information below:

Have you had licenses in other states in the last 5 years? Yes

State	License Type	License Number
North Carolina	OP.	
Ohio	CDL	
Arkansas	CDL	N/A

List all states in which you have operated a Class A motor vehicle in the past 5 years:

NONE JUST GOT OUT OF SCHOOL.

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT: Van, Tank, Flat, etc.	FROM: (MM/DD/YYYY)	TO: (MM/DD/YYYY)	APPROX. NO. OF MILES TOTAL
STRAIGHT TRUCK				0
TRACTOR AND SEMI TRAILER	VAN	03/30/84	08/15/89	
TRACTOR AND TWO TRAILERS				0
OTHER				0

How many moving violations have you had in the last 5 years? 0

DATE (MM/DD/YYYY)	LOCATION (STATE)	CHARGE	PENALTY

How many accidents have you had in the last 5 years? 1

DATE (MM/DD/YYYY)	TYPE VEHICLE	NATURE OF ACCIDENT (HEAD-ON, REAR END, UPSET, ETC.)	INDICATE PREVENTABLE OR NON-PREVENTABLE	FATALITIES	INJURIES	AMOUNT OF PROPERTY DAMAGE
12 15 2008	FORD CAR	ETC.	--	NO	NO	TURN SINGLE LITE BRO
			--			
			--			
			--			
			--			

Continue



**Driver Recruiting Process - Online Application**

All information in RED letters is required

Application Date: 12/12/2009

Do you know the name of your recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

**Driver Personal Information**

First Name Tanna Last Name Hodges  
 Middle Initial L  
 Birthdate (MM/DD/YYYY) Social Security  
 Comment I HAVE GOT MY CDLS

**Driver's License & CDL Information**

No. State Ohio Expires 02/18/2011 (MM/DD/YYYY)

CDL Holder? Yes

CDL Endorsements ☒ HAZMAT ☐ Doubles ☐ Triples ☒ Tankers**Work History**

5 years of work history are required. 10 years of work history are required if any commercial driving experience was during that time period.

**Work History**

Company Name: 76 TRUCK STOP From: 07/15/1991 To: 09/15/1993 May we contact this employer?  
 (MM/DD/YYYY) (MM/DD/YYYY) Yes No

Street Address: 1 /40 GALLAWAY /VAVINTINE RD.  
 City: LITTLE ROCK AR. State: Zip 78209  
 Phone: 1800/872/7012 Supervisor's Name:  
 Position: WAITRESS Type of Equip. Driven:  
 Reason for leaving: MOVED TO N.C.

Company Name: WILLIOWBEY From: 10 25 1988 To: 03 10 1989 May we contact this employer?  
 (MM/DD/YYYY) (MM/DD/YYYY) Yes No

Street Address: SEYMORE IN.  
 City: OUT OF BUSSINESS State: Zip 78209  
 Phone: Supervisor's Name:  
 Position: Type of Equip. Driven:  
 Reason for leaving:

Company Name: MID WEST CONT From: 03/30/1984 To: 8/15/ 1989 May we contact this employer?  
 (MM/DD/YYYY) (MM/DD/YYYY) Yes No

Street Address: 333941 FREELON DR.  
 City: SIOUX CITY IOWA State: Iowa Zip 78209  
 Phone: 1712/239/1613 Supervisor's Name: CHAR HI  
 Position: O.T ROAD Type of Equip. Driven: PETERBILT 1985  
 Reason for leaving: CAME OFF THE ROAD TO RAISE KIDS

Company Name: From: To: May we contact this employer?  
 (MM/DD/YYYY) (MM/DD/YYYY) Yes No

Street Address:  
 City: State: Zip 78209  
 Phone: Supervisor's Name:  
 Position: Type of Equip. Driven:  
 Reason for leaving:

Company Name: From: To: May we contact this employer?  
 (MM/DD/YYYY) (MM/DD/YYYY) Yes No

Street Address:  
 City: State: Zip 78209  
 Phone: Supervisor's Name:  
 Position: Type of Equip. Driven:  
 Reason for leaving:

Comment (MM/DD/YYYY)  
I HAVE GOT MY CDL.S

# **Driver's License & CDL Information**

No. State Ohio Expires 02/18/2011 (MM/DD/YYYY)

CDL Holder? Yes

CDL Endorsements ☒ HAZMAT ☐ Doubles ☐ Triples ☒ Tankers

Education/Military Service

What is the highest grade you've completed? 11TH

## High School

Name	Graduate?	Degree	Major/Minor
JACKSON	<input type="radio"/> Yes <input checked="" type="radio"/> No		

## College

Name	Graduate?	Degree	Major/Minor
	<input type="radio"/> Yes <input type="radio"/> No		

## Graduate School

Name	Graduate?	Degree	Major/Minor
SOUTHERN STATES	<input checked="" type="radio"/> Yes <input type="radio"/> No	YES	TRUCK DRIVER

## Technical/Trade School/Truck Driving School

Name	Graduate?	Degree	Major/Minor
SOUTHERN STATES	<input checked="" type="radio"/> Yes <input type="radio"/> No	YES	TRUCK DRIVER

Have you served in the U.S. Armed Forces?

☐ Yes ☒ No

Branch	Dates Served From:	Dates Served To:

Continue

REDACTED

STC12826





### Driver Recruiting Process - Online Application

All information in **RED** letters is required

Application Date: 12/12/2009

Do you know the name of your recruiter?

I don't know

Job(s) applying for:

(Ctrl-Click to select more than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

#### Driver Personal Information

First Name Tanna Last Name Hodges  
 Middle Initial L  
 Birthdate (MM/DD/YYYY) Social Security #  
 Comment I HAVE GOT MY CDLS

#### Driver's License & CDL Information

No. State Ohio Expires 02/18/2011 (MM/DD/YYYY)

CDL Holder? Yes

CDL Endorsements ☒ HAZMAT ☐ Doubles ☐ Triples ☒ Tankers

Education/Military Service

What is the highest grade you've completed? 11TH

High School

Name	Graduate?	Degree	Major/Minor
JACKSON	<input type="radio"/> Yes <input checked="" type="radio"/> No		

College

Name	Graduate?	Degree	Major/Minor
	<input type="radio"/> Yes <input checked="" type="radio"/> No		

Graduate School

Name	Graduate?	Degree	Major/Minor
SOUTHERN STATES	<input checked="" type="radio"/> Yes <input type="radio"/> No	YES	TRUCK DRIVER

Technical/Trade School/Truck Driving School

Name	Graduate?	Degree	Major/Minor
SOUTHERN STATES	<input checked="" type="radio"/> Yes <input type="radio"/> No	YES	TRUCK DRIVER

Have you served in the U.S. Armed Forces?

☐ Yes ☒ No

Branch	Dates Served From:	Dates Served To:

Continue

REDACTED

STC212830

**Driver Recruiting Process - Online Application**All information in **RED letters** is required

Application Date: 12/12/2009

Do you know the name of your recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more than one job)

AAA I need to attend school

Experience level:

Has Class A CDL but needs training

**Driver Personal Information**

First Name Tanna Last Name Hodges  
 Middle Initial L  
 Birthdate (MM/DD/YYYY) Social Security #  
 Comment I HAVE GOT MY CDLS

**Driver's License & CDL Information**

No. State Ohio Expires 02/18/2011 (MM/DD/YYYY)

CDL Holder? Yes

CDL Endorsements ☒ HAZMAT ☐ Doubles ☐ Triples ☒ Tankers

Submit Application

**ACKNOWLEDGEMENT**

I give Swift Transportation, Inc. (the Company) the right to investigate all references and to secure additional information about me, if job-related. I release from liability the Company and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information. A copy of this page serves as my authorization to seek/provide this information. I agree to sign all documents and consent forms which the Company deems necessary to verify the facts provided in this application. I give my consent and release from liability the Company and its representative, to respond to any inquiries made about me as part of a reference check by any subsequent or potential employer.

From time to time the Company may find it necessary to conduct investigations. If it does, employees are expected to truthfully participate and cooperate in such investigations, including submission to searches of property. Failure to do so may subject employees to disciplinary action, which may include termination of employment.

I realize as a condition of employment I will be required to undergo a post offer/pre-employment medical examination and substance abuse screening test at the expense of and as prescribed by the Company, and that any offer of employment is conditioned upon the successful completion of these tests. I agree to furnish such additional information and undergo any other examinations or test to complete the employment file, or to continue my employment with the Company, if employed. These tests may include, but are not necessarily limited to random, for cause, reasonable suspicion or post accident alcohol and substance abuse screening tests. Further, I release the Company, its agents or employees from any and all claims or actions arising out of such alcohol and substance abuse tests including, but not limited to, the testing procedures, the analysis or the disclosure of test results.

I understand that any offer of employment is contingent upon my ability to produce documentation verifying my identity and legal authorization to be employed, as required by the Immigration Reform & Control Act of 1986 (IRCA).

This application is active for sixty (60) days from the date it is completed, or until the specific position opening for which it was submitted is closed, whichever is earlier. Subsequent to the preceding consideration period, I must submit a new application to be considered for this, or any other position.

I understand and agree that any misrepresented, inaccurate, misleading, incomplete or omitted information provided by me in this application will be sufficient cause for cancellation of this application and/or separation from the Company's service if employed. Further, I understand that just as I am free to resign at any time, for any reason, with or without prior notice, the Company reserves the right to terminate my employment at any time, for any reason, with or without prior notice. I understand that no representative of the Company has the authority to make any verbal or written assurances to the contrary. I recognize this employment relationship to be an at-will relationship and not for a specific period of time. This application represents the complete and final expression of the intent of the parties and may not be modified except by a writing duly executed by the undersigned and the President of the Company.

I hereby agree to submit to binding arbitration all disputes and claims arising out of the submission of this or formal application. I further agree, in the event that I am offered employment by the company, as a condition to that employment, all disputes that cannot be resolved by informal internal resolution which might arise out of my employment with the company, whether during or after that employment, will be submitted to binding arbitration in lieu of any Federal or State investigative, administrative or legal proceeding. I agree that such arbitration shall be conducted under the rules of the American Arbitration Association. This application contains the entire agreement between the parties with regard to dispute resolution, and there are no other agreements as to dispute resolution, either oral or written.

I have read carefully the above information, understand and accept the contents thereof. This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.



## **EXHIBIT 2**

Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 04/16/2010

Do you know the name of your  
recruiter?Job(s) applying for:  
(Ctrl-Click to select more  
than one job)

Van or Flatbed

Experience level:

**Driver Personal Information**

First Name

Last Name

Middle Initial

Birthdate

Social Security #

(MM/DD/YYYY)

Comment

**Driver's License & CDL Information**No. 

State

Expires

(MM/DD/YYYY)

CDL Holder?

CDL Endorsements

☐ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers**Contact Info**

Pre-Hire Questionnaire

Driver Information

Work History

Education/Military Service

Submit Application

**Driver Address**

Current Address

Street Address

City

State

Zip

County

How long at this address?

Previous Address 1

Street Address

City

State

Zip

County

How long at this address?

Previous Address 2

Street Address

City

State

Zip

County

How long at this address?

Previous Address 3

Street Address

City

State

Zip

County

REDACTED

STC256174.D0001

How long at this address?

**Contact Information**

Home Phone	<input type="text"/>	Fax	<input type="text"/>
Cellular	<input type="text"/>	2nd Phone	<input type="text"/>
Email Address	<input type="text"/>		

May we request information on you from outside consumer reporting agencies? ☒ Yes ☐ No

Comments:

REDACTED

Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 04/16/2010

Do you know the name of your  
recruiter?Job(s) applying for:  
(Ctrl-Click to select more  
than one job)

Experience level:

**Driver Personal Information**

First Name

Last Name

Middle Initial

Birthdate

Social Security #

(MM/DD/YYYY)

Comment

**Driver's License & CDL Information**No. 

State

Expires

(MM/DD/YYYY)

CDL Holder?

CDL Endorsements

☐ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
Have you ever applied for work and/or worked for this company before? <input type="radio"/> Yes <input type="radio"/> No					
If yes, when? <input type="text" value=""/>					
If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country? <input type="radio"/> Yes <input type="radio"/> No					
Are you able to perform the essential functions and duties of the job as contained in the job description with reasonable accommodations? <input type="radio"/> Yes <input type="radio"/> No					
<a href="#">Click here to view job descriptions</a>					
Have you ever been denied a license, permit or privilege to operate a motor vehicle? <input type="radio"/> Yes <input type="radio"/> No					
If yes, then when and why? <input type="text" value=""/>					
Has any license, permit or privilege ever been suspended or revoked? <input type="radio"/> Yes <input type="radio"/> No					
If yes, then when and why? <input type="text" value=""/>					
Have you ever been stopped while intoxicated? <input type="radio"/> Yes <input type="radio"/> No					
If yes, then when? <input type="text" value=""/>					
Have you ever used any illegal drug (including marijuana)? If yes, when was the last time? <input type="radio"/> Yes <input type="radio"/> No					

REDACTED

If yes, then when?

Have you ever been convicted for possession, sale, or use of a narcotic drug, amphetamine or a derivative thereof? ☐ Yes ☒ No

Comments:

Have you ever been convicted of a criminal offense? In California, 'crime' shall exclude convictions for marijuana-related offenses that are more than two years old, as defined in California Health and Safety Code section s 11357 (b) and (c) and 11360 (c), or in California Health and Safety Code sections 11364, 11365, or 11550 of the Health and Safety Code as they related to marijuana prior to January 1, 1976, or the statutory predecessors. ☐ Yes ☒ No

Comments:

Do you currently have any criminal actions pending in which you are a defendant?

☐ Yes ☒ No

If yes, explain:

Are you currently on probation or parole?

☐ Yes ☒ No

If yes, explain:

REDACTED

Swift Web  
Recruiting[View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 04/16/2010

Do you know the name of your  
recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)AAA I need to attend school  
Flatbed Driver only  
Van or Flatbed

Experience level:

Has Class A CDL but needs training

**Driver Personal Information**

First Name

Troy

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

04/16/2010 01:15:25 PM, Tamara Strickland - lft msg on voicemail

**Driver's License & CDL Information**

No.

State

Pennsylvania

Expires

05/08/2012

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☐ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info

Pre-Hire Questionnaire

Driver Information

Work History

Education/Military Service

Submit Application

Please complete the driving experience information below:

Have you had licenses in other states in the last 5 years?

No

State	License Type	License Number
--		
--		
--		
--		

List all states in which you have operated a Class A motor vehicle in the past 5 years:

--

CLASS OF EQUIPMENT < td>	TYPE OF EQUIPMENT: Van, Tank, Flat, etc.	FROM: (MM/DD/YYYY)	TO: (MM/DD/YYYY)	APPROX. NO. OF MILES TOTAL
STRAIGHT TRUCK	TRI-AXLE	07/05/2009	09/02/2009	300
TRACTOR AND SEMI TRAILER	46' DUMPBODY	04/04/2009	07/02/2009	600
TRACTOR AND TWO TRAILERS				0
OTHER				0

REDACTED

How many moving violations have you had in the last 5 years?

0

DATE (MM/DD/YYYY)	LOCATION (STATE)	CHARGE	PENALTY

How many accidents have you had in the last 5 years?

0

DATE (MM/DD/YYYY)	TYPE VEHICLE	NATURE OF ACCIDENT (HEAD-ON, REAR END, UPSET, ETC.)	INDICATE PREVENTABLE OR NON- PREVENTABLE	FATALITIES	INJURIES	AMOUNT OF PROPERTY DAMAGE

Continue

REDACTED

STC256174.D0006



Swift Web  
Recruiting[View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 04/16/2010

Do you know the name of your  
recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)AAA I need to attend school  
Flatbed Driver only  
Van or Flatbed

Experience level:

Has Class A CDL but needs training

**Driver Personal Information**

First Name

Troy

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

04/16/2010 01:15:25 PM, Tamara Strickland - lft msg on voicemail

**Driver's License & CDL Information**

No.

State

Pennsylvania

Expires

05/08/2012

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☐ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
--------------	------------------------	--------------------	--------------	----------------------------	--------------------

5 years of work history are required. 10 years of work history are required if any commercial driving experience was during that time period.

**Work History****Current or Most Recent Employer**

Company Name:

KOVATCH DELALERSHIPS

From: 09/22/2000  
(MM/DD/YYYY)To: 04/04/2009  
(MM/DD/YYYY)May we contact this  
employer?  
☐ Yes ☐ No

Street Address:

420 N.1ST.

City

LEHIGHTON

State Pennsylvania

Zip 18235

Phone:

610-377-0220

Supervisor's Name:

Position:

AUTODETAILER

Type of Equip. Driven:

Reason for leaving:

DRIVE CLASS A TRUCKS

**Second Prior Employer**

Company Name:

KNAPPENBERGER TRUCKING CO.

From: 40/04/2009  
(MM/DD/YYYY)To: 07/02/2009  
(MM/DD/YYYY)May we contact this  
employer?  
☐ Yes ☐ No

Street Address:

700 WASHINGTON&amp;CANAL ST.

City

WALNUTPORT

State Pennsylvania

Zip 18235

Phone:

610-767-2299

Supervisor's Name:

BRAD

Position:

DUMPBODY DRIVER

Type of Equip. Driven:

1997 PETERBUILT/45'DUMP

Reason for leaving:

BETTER JOB

**Third Prior Employer**

Company Name:

TAMAQUA TRANSFER

From: 07/05/2009

To: 09/02/2009

May we contact this  
employer?

REDACTED

STC256174.D0007

	(MM/DD/YYYY)	(MM/DD/YYYY)	<input checked="" type="radio"/> Yes <input type="radio"/> No
<hr/>			
Street Address:	500 RIVERSIDE RD.		
City	TAMAQUA	State	Pennsylvania Zip 18235
Phone:	570-454-4442	Supervisor's Name:	JR
Position:	TRI-AXLE DRIVER	Type of Equip. Driven:	8-SPEED MACK
Reason for leaving:	LAYOFF		
<hr/>			
<b>Fourth Prior Employer</b>			
Company Name:	J&R SLAW INC.	From:	09/05/2009 To: 10/09/2009 May we contact this employer?
		(MM/DD/YYYY)	(MM/DD/YYYY) <input checked="" type="radio"/> Yes <input type="radio"/> No
<hr/>			
Street Address:	1000 RIVERVIEW RD.		
City	BOWMANSTOWN	State	Pennsylvania Zip 18235
Phone:	610-852-2020	Supervisor's Name:	KENNEY
Position:	YARDJOCKEY	Type of Equip. Driven:	48'FLATBEDS
Reason for leaving:	LAYOFF		
<hr/>			
<b>Fifth Prior Employer</b>			
Company Name:	REMMEY PALLET CO.	From:	10/15/2009 To: 12/18/2009 May we contact this employer?
		(MM/DD/YYYY)	(MM/DD/YYYY) <input checked="" type="radio"/> Yes <input type="radio"/> No
<hr/>			
Street Address:	523MILL RD.		
City	LEHIGHTON	State	Pennsylvania Zip 18235
Phone:	570-386-5379	Supervisor's Name:	[REDACTED]
Position:	LABOR/YARDJOCKEY	Type of Equip. Driven:	FLATBEDS
Reason for leaving:	LAYOFF		
<hr/>			
<div>Continue</div>			

REDACTED

STC256174.D0008

Swift Web  
Recruiting[View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 04/16/2010

Do you know the name of your  
recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)AAA I need to attend school  
Flatbed Driver only

Van or Flatbed

Experience level:

Has Class A CDL but needs training

**Driver Personal Information**

First Name

Troy

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

04/16/2010 01:15:25 PM, Tamara Strickland - lft msg on voicemail

**Driver's License & CDL Information**

No.

State

Pennsylvania

Expires

05/08/2012

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☐ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
What is the highest grade you've completed? <input type="text"/>					
High School					
Name	Graduate?	Degree	Major/Minor		
LEHIGHTON	<input checked="" type="radio"/> Yes <input type="radio"/> No		GEN.		
College					
Name	Graduate?	Degree	Major/Minor		
	<input type="radio"/> Yes <input type="radio"/> No				
Graduate School					
Name	Graduate?	Degree	Major/Minor		
	<input type="radio"/> Yes <input type="radio"/> No				
Technical/Trade School/Truck Driving School					
Name	Graduate?	Degree	Major/Minor		
	<input type="radio"/> Yes <input type="radio"/> No				
Have you served in the U.S. Armed Forces?					
<input type="radio"/> Yes <input type="radio"/> No					
Branch	Dates Served From:	Dates Served To:			

REDACTED

Continue



**REDACTED**

Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 04/16/2010

Do you know the name of your  
recruiter?

I don't know

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)AAA I need to attend school  
Flatbed Driver only

Van or Flatbed

Experience level:

Has Class A CDL but needs training

**Driver Personal Information**

First Name

Troy

Last Name

Middle Initial

Birthdate

Social Security #

(MM/DD/YYYY)

Comment

04/16/2010 01:15:25 PM, Tamara Strickland - lft msg on voicemail

**Driver's License & CDL Information**

No. [REDACTED]

State

Pennsylvania

Expires

05/08/2012

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☐ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
--------------	------------------------	--------------------	--------------	----------------------------	--------------------

**ACKNOWLEDGEMENT**

I give Swift Transportation, Inc. (the Company) the right to investigate all references and to secure additional information about me, if job-related. I release from liability the Company and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information. A copy of this page serves as my authorization to seek/provide this information. I agree to sign all documents and consent forms which the Company deems necessary to verify the facts provided in this application. I give my consent and release from liability the Company and its representative, to respond to any inquiries made about me as part of a reference check by any subsequent or potential employer.

From time to time the Company may find it necessary to conduct investigations. If it does, employees are expected to truthfully participate and cooperate in such investigations, including submission to searches of property. Failure to do so may subject employees to disciplinary action, which may include termination of employment.

I realize as a condition of employment I will be required to undergo a post offer/pre-employment medical examination and substance abuse screening test at the expense of and as prescribed by the Company, and that any offer of employment is conditioned upon the successful completion of these tests. I agree to furnish such additional information and undergo any other examinations or test to complete the employment file, or to continue my employment with the Company, if employed. These tests may include, but are not necessarily limited to random, for cause, reasonable suspicion or post accident alcohol and substance abuse screening tests. Further, I release the Company, its agents or employees from any and all claims or actions arising out of such alcohol and substance abuse tests including, but not limited to, the testing procedures, the analysis or the disclosure of test results.

I understand that any offer of employment is contingent upon my ability to produce documentation verifying my identity and legal authorization to be employed, as required by the Immigration Reform & Control Act of 1986 (IRCA).

This application is active for sixty (60) days from the date it is completed, or until the specific position opening for which it was submitted is closed, whichever is earlier. Subsequent to the preceding consideration period, I must submit a new application to be considered for this, or any other position.

I understand and agree that any misrepresented, inaccurate, misleading, incomplete or omitted information provided by me in this application will be sufficient cause for cancellation of this application and/or separation from the Company's service if employed. Further, I understand that just as I am free to resign at any time, for any reason, with or without prior notice, the Company reserves the right to terminate my employment at any time, for any reason, with or without prior notice. I understand that no representative of the Company has the authority to make any verbal or written assurances to the contrary. I recognize the employment relationship to be an at-will relationship and not for a specific period of time. This application represents the complete and final expression of the intent of the parties and may not be modified except by a writing duly executed by the undersigned and the President of the Company.

REDACTED

STC256174.D0011

I hereby agree to submit to binding arbitration all disputes and claims arising out of the submission of this or formal application. I further agree, in the event that I am offered employment by the company, as a condition to that employment, all disputes that cannot be resolved by informal internal resolution which might arise out of my employment with the company, whether during or after that employment, will be submitted to binding arbitration in lieu of any Federal or State investigative, administrative or legal proceeding. I agree that such arbitration shall be conducted under the rules of the American Arbitration Association. This application contains the entire agreement between the parties with regard to dispute resolution, and there are no other agreements as to dispute resolution, either oral or written.

I have read carefully the above information, understand and accept the contents thereof. This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

Submit

REDACTED



Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 09/24/2010

Do you know the name of your  
recruiter?

Veronica Martinez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)AAA I need to attend school  
Flatbed Driver only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

John

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

**Driver's License & CDL Information**

No.

State

Michigan

Expires

03/10/2013

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☐ Doubles ☐ Triples ☒ Tankers**Contact Info****Pre-Hire Questionnaire****Driver Information****Work History****Education/Military Service****Submit Application****Driver Address****Current Address**

Street Address

City

State

Zip

County

usa

How long at this address?

3 weeks

**Previous Address 1**

Street Address

City

State

Zip

County

usa

How long at this address?

1 year

**Previous Address 2**

Street Address

City

State

Zip

County

usa

How long at this address?

7 years

**Previous Address 3**

Street Address

City

State

Zip

County

REDACTED



How long at this address?

**Contact Information**

Home Phone	<input type="text"/>	Fax	<input type="text"/>
Cellular	<input type="text"/>	2nd Phone	<input type="text"/>
Email Address	<input type="text"/>		

May we request information on you from outside consumer reporting agencies? ☐ Yes ☐ No

Comments:

REDACTED

Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 09/24/2010

Do you know the name of your  
recruiter?

Veronica Martinez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)AAA I need to attend school  
Flatbed Driver only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

John

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

**Driver's License & CDL Information**

No.

State

Michigan

Expires

03/10/2013

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒HAZMAT ☐Doubles ☐Triples ☒Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
Have you ever applied for work and/or worked for this company before? <input type="radio"/> Yes <input type="radio"/> No					
If yes, when?					
<input type="text"/>					
If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country? <input type="radio"/> Yes <input type="radio"/> No					
Are you able to perform the essential functions and duties of the job as contained in the job description with reasonable accommodations? <input type="radio"/> Yes <input type="radio"/> No					
<a href="#">Click here to view job descriptions</a>					
Have you ever been denied a license, permit or privilege to operate a motor vehicle? <input type="radio"/> Yes <input type="radio"/> No					
If yes, then when and why?					
<input type="text"/>					
Has any license, permit or privilege ever been suspended or revoked? <input type="radio"/> Yes <input type="radio"/> No					
If yes, then when and why?					
<input type="text"/>					
Have you ever been stopped while intoxicated? <input type="radio"/> Yes <input type="radio"/> No					
If yes, then when?					
<input type="text"/>					
Have you ever used any illegal drug (including marijuana)? If yes, when was the last time? <input type="radio"/> Yes <input type="radio"/> No					

REDACTED

If yes, then when?

Have you ever been convicted for possession, sale, or use of a narcotic drug, amphetamine or a derivative thereof? ☐ Yes ☐ No

Comments:

Have you ever been convicted of a criminal offense? In California, 'crime' shall exclude convictions for marijuana-related offenses that are more than two years old, as defined in California Health and Safety Code section s 11357 (b) and (c) and 11360 (c), or in California Health and Safety Code sections 11364, 11365, or 11550 of the Health and Safety Code as they related to marijuana prior to January 1, 1976, or the statutory predecessors. ☐ Yes ☐ No

Comments:

Do you currently have any criminal actions pending in which you are a defendant? ☐ Yes ☐ No

If yes, explain:

Are you currently on probation or parole? ☐ Yes ☐ No

If yes, explain:

Please complete this information:

Date of Arrest (MM/DD/YYYY):	<input type="text"/>	Date of Arrest (MM/DD/YYYY):	<input type="text"/>
Charge 1	<input type="text"/>	Charge 2	<input type="text"/>
Location County	<input type="text"/>	Location County	<input type="text"/>
Location State	<input type="text"/>	Location State	<input type="text"/>
Conviction Date (MM/DD/YYYY):	<input type="text"/>	Conviction Date (MM/DD/YYYY):	<input type="text"/>
Charge	<input type="text"/>	Charge	<input type="text"/>
Sentence	<input type="text"/>	Sentence	<input type="text"/>
Time Served	<input type="text"/>	Time Served	<input type="text"/>
Dates on Probation or Parole	<input type="text"/>	Dates on Probation or Parole	<input type="text"/>
Please describe what happened:	<input type="text"/>	Please describe what happened:	<input type="text"/>
Any other arrests or convictions?	<input type="radio"/> Yes <input type="radio"/> No	Any charges pending now?	<input type="radio"/> Yes <input type="radio"/> No
Any other names used (married, married, etc.)		<input type="text"/>	
Gender	<input type="text"/>	Race	<input type="text"/>

[Continue](#)

REDACTED

STC256174.D0016

Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 09/24/2010

Do you know the name of your  
recruiter?

Veronica Martinez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)AAA I need to attend school  
Flatbed Driver only

Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

John

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

**Driver's License & CDL Information**

No.

State

Michigan

Expires

03/10/2013

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☐ Doubles ☐ Triples ☒ Tankers

Contact Info

Pre-Hire Questionnaire

Driver Information

Work History

Education/Military Service

Submit Application

**Please complete the driving experience information below:**

Have you had licenses in other states in the last 5 years?

No

State	License Type	License Number

**List all states in which you have operated a Class A motor vehicle in the past 5 years:**

48

CLASS OF EQUIPMENT < td>	TYPE OF EQUIPMENT: Van, Tank, Flat, etc.	FROM: (MM/DD/YYYY)	TO: (MM/DD/YYYY)	APPROX. NO. OF MILES TOTAL
STRAIGHT TRUCK				0
TRACTOR AND SEMI TRAILER	flat reefer	12/01/2001	09/24/2010	10000000
TRACTOR AND TWO TRAILERS				0
OTHER				0

REDACTED

STC256174.D0017



How many moving violations have you had in the last 5 years?

01

DATE (MM/DD/YYYY)	LOCATION (STATE)	CHARGE	PENALTY
06/10/07	In	speeding	fine

How many accidents have you had in the last 5 years?

0

DATE (MM/DD/YYYY)	TYPE VEHICLE	NATURE OF ACCIDENT (HEAD-ON, REAR END, UPSET, ETC.)	INDICATE PREVENTABLE OR NON- PREVENTABLE	FATALITIES	INJURIES	AMOUNT OF PROPERTY DAMAGE
			--			
			--			
			--			
			--			
			--			

[Continue](#)

REDACTED

STC256174.D0018

Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 09/24/2010

Do you know the name of your  
recruiter?

Veronica Martinez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)AAA I need to attend school  
Flatbed Driver only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

John

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

**Driver's License & CDL Information**

No.

State Michigan

Expires

03/10/2013

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☐ Doubles ☐ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
--------------	------------------------	--------------------	--------------	----------------------------	--------------------

5 years of work history are required. 10 years of work history are required if any commercial driving experience was during that time period.

**Work History****Current or Most Recent Employer**

Company Name:

primer inc

From: 08/23/2010

(MM/DD/YYYY)

To:

(MM/DD/YYYY)

May we contact this  
employer?☐ Yes ☐ No

Street Address:

City

springfield

State Missouri

Zip

89169

Phone:

4178660001

Supervisor's Name: jack

Position:

driver

Type of Equip. Driven: reefer

Reason for leaving:

just moved to las vegas and like to be home on weekends

**Second Prior Employer**

Company Name:

ads

From: 07/28/2010

(MM/DD/YYYY)

To: 08/23/2010

(MM/DD/YYYY)

May we contact this  
employer?☐ Yes ☐ No

Street Address:

City

chesterton

State Indiana

Zip

89169

Phone:

1-800-5333810

Supervisor's Name: mark

Position:

driver

Type of Equip. Driven: flat

Reason for leaving:

not making any money

**Third Prior Employer**

Company Name:

marten transport

From: 04/28/2010

To: 07/10/2010

May we contact this  
employer?

REDACTED

STC256174.D0019

		(MM/DD/YYYY)	(MM/DD/YYYY)	<input type="radio"/> Yes <input type="radio"/> No		
Street Address:	<input type="text"/>					
City:	<input type="text" value="mondovi"/>	State:	<input type="text" value="Wisconsin"/>	Zip:	<input type="text" value="89169"/>	
Phone:	<input type="text" value="1-800-471-0883"/>	Supervisor's Name:	<input type="text" value="chris"/>			
Position:	<input type="text" value="driver"/>	Type of Equip. Driven:	<input type="text" value="reefer"/>			
Reason for leaving:	<input type="text" value="no miles no money cant pay bills"/>					
<b>Fourth Prior Employer</b>						
Company Name:	<input type="text" value="heartland"/>	From:	<input type="text" value="01-01-2010"/>	To:	<input type="text" value="03-28-2010"/>	May we contact this employer?
		(MM/DD/YYYY)		(MM/DD/YYYY)		<input type="radio"/> Yes <input type="radio"/> No
Street Address:	<input type="text"/>					
City:	<input type="text" value="chesterton"/>	State:	<input type="text" value="Indiana"/>	Zip:	<input type="text" value="89169"/>	
Phone:	<input type="text"/>	Supervisor's Name:	<input type="text"/>			
Position:	<input type="text" value="driver"/>	Type of Equip. Driven:	<input type="text" value="van"/>			
Reason for leaving:	<input type="text" value="to be home more"/>					
<b>Fifth Prior Employer</b>						
Company Name:	<input type="text" value="tandem transport"/>	From:	<input type="text" value="12-01-2001"/>	To:	<input type="text" value="09-28-2009"/>	May we contact this employer?
		(MM/DD/YYYY)		(MM/DD/YYYY)		<input type="radio"/> Yes <input type="radio"/> No
Street Address:	<input type="text"/>					
City:	<input type="text" value="michigan city"/>	State:	<input type="text" value="Indiana"/>	Zip:	<input type="text" value="89169"/>	
Phone:	<input type="text" value="1-800-348-8532"/>	Supervisor's Name:	<input type="text"/>			
Position:	<input type="text" value="driver"/>	Type of Equip. Driven:	<input type="text" value="flat"/>			
Reason for leaving:	<input type="text" value="to be o/o"/>					
<input type="button" value="Continue"/>						

REDACTED

STC256174.D0020

Swift Web  
Recruiting[View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 09/24/2010

Do you know the name of your  
recruiter?

Veronica Martinez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)AAA I need to attend school  
Flatbed Driver only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

John

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

**Driver's License & CDL Information**

No.

State

Michigan

Expires

03/10/2013

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒HAZMAT ☐Doubles ☐Triples ☒Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
What is the highest grade you've completed? 12					
High School					
Name	Graduate?	Degree	Major/Minor		
brethren	<input type="radio"/> Yes <input type="radio"/> No	gen			
College					
Name	Graduate?	Degree	Major/Minor		
	<input type="radio"/> Yes <input type="radio"/> No				
Graduate School					
Name	Graduate?	Degree	Major/Minor		
	<input type="radio"/> Yes <input type="radio"/> No				
Technical/Trade School/Truck Driving School					
Name	Graduate?	Degree	Major/Minor		
	<input type="radio"/> Yes <input type="radio"/> No				
Have you served in the U.S. Armed Forces?					
<input type="radio"/> Yes <input type="radio"/> No					
Branch	Dates Served From:	Dates Served To:			

REDACTED



Continue



**REDACTED**

Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 09/24/2010

Do you know the name of your  
recruiter?

Veronica Martinez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)
☐ AAA I need to attend school  
☐ Flatbed Driver only  
☐ Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

John

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

**Driver's License & CDL Information**

No.

State

Michigan

Expires

03/10/2013

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT
 ☐ Doubles
 ☐ Triples
 ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
--------------	------------------------	--------------------	--------------	----------------------------	--------------------

**ACKNOWLEDGEMENT**

I give Swift Transportation, Inc. (the Company) the right to investigate all references and to secure additional information about me, if job-related. I release from liability the Company and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information. A copy of this page serves as my authorization to seek/provide this information. I agree to sign all documents and consent forms which the Company deems necessary to verify the facts provided in this application. I give my consent and release from liability the Company and its representative, to respond to any inquiries made about me as part of a reference check by any subsequent or potential employer.

From time to time the Company may find it necessary to conduct investigations. If it does, employees are expected to truthfully participate and cooperate in such investigations, including submission to searches of property. Failure to do so may subject employees to disciplinary action, which may include termination of employment.

I realize as a condition of employment I will be required to undergo a post offer/pre-employment medical examination and substance abuse screening test at the expense of and as prescribed by the Company, and that any offer of employment is conditioned upon the successful completion of these tests. I agree to furnish such additional information and undergo any other examinations or test to complete the employment file, or to continue my employment with the Company, if employed. These tests may include, but are not necessarily limited to random, for cause, reasonable suspicion or post accident alcohol and substance abuse screening tests. Further, I release the Company, its agents or employees from any and all claims or actions arising out of such alcohol and substance abuse tests including, but not limited to, the testing procedures, the analysis or the disclosure of test results.

I understand that any offer of employment is contingent upon my ability to produce documentation verifying my identity and legal authorization to be employed, as required by the Immigration Reform & Control Act of 1986 (IRCA).

This application is active for sixty (60) days from the date it is completed, or until the specific position opening for which it was submitted is closed, whichever is earlier. Subsequent to the preceding consideration period, I must submit a new application to be considered for this, or any other position.

I understand and agree that any misrepresented, inaccurate, misleading, incomplete or omitted information provided by me in this application will be sufficient cause for cancellation of this application and/or separation from the Company's service if employed. Further, I understand that just as I am free to resign at any time, for any reason, with or without prior notice, the Company reserves the right to terminate my employment at any time, for any reason, with or without prior notice. I understand that no representative of the Company has the authority to make any verbal or written assurances to the contrary. I recognize the employment relationship to be an at-will relationship and not for a specific period of time. This application represents the complete and final expression of the intent of the parties and may not be modified except by a writing duly executed by the undersigned and the President of the Company.

REDACTED

STC256174.D0023

I hereby agree to submit to binding arbitration all disputes and claims arising out of the submission of this or formal application. I further agree, in the event that I am offered employment by the company, as a condition to that employment, all disputes that cannot be resolved by informal internal resolution which might arise out of my employment with the company, whether during or after that employment, will be submitted to binding arbitration in lieu of any Federal or State investigative, administrative or legal proceeding. I agree that such arbitration shall be conducted under the rules of the American Arbitration Association. This application contains the entire agreement between the parties with regard to dispute resolution, and there are no other agreements as to dispute resolution, either oral or written.

I have read carefully the above information, understand and accept the contents thereof. This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

Submit

REDACTED

Swift Web  
Recruiting[View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 01/26/2011

Do you know the name of your  
recruiter?

Melody Gonzalez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)Flatbed Driver only  
Van Driver Only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

Jarmmal

Last Name

[REDACTED]

Middle Initial

[REDACTED]

Birthdate

10/29/1982

Social Security #

[REDACTED]

(MM/DD/YYYY)

Comment

[REDACTED]

**Driver's License & CDL Information**

No. [REDACTED]

State

Virginia

Expires

10/29/2017

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
--------------	------------------------	--------------------	--------------	----------------------------	--------------------

5 years of work history are required. 10 years of work history are required if any commercial driving experience was during that time period.

**Work History****Current or Most Recent Employer**

Company Name:

Wester Express

From: 08/3/2010

(MM/DD/YYYY)

To: 12/24/2010

(MM/DD/YYYY)

May we contact this  
employer?☐ Yes ☐ No

Street Address:

Nashville

City

Nashville

State

Virginia

Zip

23508

Phone:

615-259-9920

Supervisor's Name:

Travis

Position:

Truck driver

Type of Equip. Driven:

Flat bed

Reason for leaving:

Call for references

**Second Prior Employer**

Company Name:

Mishibishi cemmicale

From: 02/4/2010

(MM/DD/YYYY)

To: 08/3/2010

(MM/DD/YYYY)

May we contact this  
employer?☐ Yes ☐ No

Street Address:

volvo parkway

City

Norfolk

State

Virginia

Zip

23508

Phone:

#411

Supervisor's Name:

Mike

Position:

Mixed tonner

Type of Equip. Driven:

Tonner mixer

Reason for leaving:

Western Express

**Third Prior Employer**

Company Name:

Court yard merriot

From: 06/3/2009

To: 02/4/2010

May we contact this  
employer?

REDACTED

STC256174.D0035



		(MM/DD/YYYY)		<input type="radio"/> Yes <input type="radio"/> No
[Redacted]				
[Redacted]		Zip	23508	
[Redacted]		Name: Christy		
[Redacted]		T E i . Driven: Janniter		
[Redacted]				
[Redacted]				
[Redacted]		F : 009	To: 02/4/2010	May we contact this employer?
			(MM/DD/YYYY)	<input type="radio"/> Yes <input type="radio"/> No
[Redacted]				
[Redacted]		Zip	23508	
[Redacted]		Name: Judy		
[Redacted]		T E i . Driven: Power saw, Drill		
[Redacted]				
[Redacted]		F : 007	To: 04/8/2009	May we contact this employer?
			(MM/DD/YYYY)	<input type="radio"/> Yes <input type="radio"/> No
[Redacted]				
[Redacted]		Zip	23508	
[Redacted]		Name: Joe		
[Redacted]		T E i . Driven: Log truck		
[Redacted]				

Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 01/26/2011

Do you know the name of your  
recruiter?

Melody Gonzalez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)Flatbed Driver only  
Van Driver Only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

Jarmmal

Last Name

[REDACTED]

Middle Initial

[REDACTED]

Birthdate

[REDACTED]

Social Security #

[REDACTED]

(MM/DD/YYYY)

Comment

[REDACTED]

**Driver's License & CDL Information**

No. [REDACTED]

State

Virginia

Expires

10/29/2017

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers**Contact Info****Pre-Hire Questionnaire****Driver Information****Work History****Education/Military Service****Submit Application****Driver Address****Current Address**

Street Address

City

State

Zip

County

How long at this address?

8 mnths

**Previous Address 1**

Street Address

City

State

Zip

County

How long at this address?

2 yrs

**Previous Address 2**

Street Address

City

State

Zip

County

How long at this address?

**Previous Address 3**

Street Address

City

State

Zip

County

REDACTED

STC256174.D0025

How long at this address?

**Contact Information**

Home Phone	<input type="text"/>	Fax	<input type="text"/>
Cellular	<input type="text"/>	2nd Phone	<input type="text"/>
Email Address	<input type="text"/>		

May we request information on you from outside consumer reporting agencies? ☒ Yes ☐ No

Comments:

REDACTED

Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 01/26/2011

Do you know the name of your  
recruiter?

Melody Gonzalez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)Flatbed Driver only  
Van Driver Only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

Jarmmal

Last Name

[REDACTED]

Middle Initial

[REDACTED]

Birthdate

[REDACTED]

Social Security #

[REDACTED]

(MM/DD/YYYY)

Comment

[REDACTED]

**Driver's License & CDL Information**

No. [REDACTED]

State

Virginia

Expires

10/29/2017

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
Have you ever applied for work and/or worked for this company before? <input type="radio"/> Yes <input type="radio"/> No					
If yes, when? [REDACTED]					
If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country? <input type="radio"/> Yes <input type="radio"/> No					
Are you able to perform the essential functions and duties of the job as contained in the job description with reasonable accommodations? <input type="radio"/> Yes <input type="radio"/> No <a href="#">Click here to view job descriptions</a>					
Have you ever been denied a license, permit or privilege to operate a motor vehicle? <input type="radio"/> Yes <input type="radio"/> No					
If yes, then when and why? [REDACTED]					
Has any license, permit or privilege ever been suspended or revoked? <input type="radio"/> Yes <input type="radio"/> No					
If yes, then when and why? I to show proof that I sold my van,so my license cold get reinstated.					
Have you ever been stopped while intoxicated? <input type="radio"/> Yes <input type="radio"/> No					
If yes, then when? [REDACTED]					
Have you ever used any illegal drug (including marijuana)? If yes, when was the last time? <input type="radio"/> Yes <input type="radio"/> No					

REDACTED



If yes, then when?

Have you ever been convicted for possession, sale, or use of a narcotic drug, amphetamine or a derivative thereof? ☐ Yes ☐ No

Comments:

Have you ever been convicted of a criminal offense? In California, 'crime' shall exclude convictions for marijuana-related offenses that are more than two years old, as defined in California Health and Safety Code sections 11357 (b) and (c) and 11360 (c), or in California Health and Safety Code sections 11364, 11365, or 11550 of the Health and Safety Code as they related to marijuana prior to January 1, 1976, or the statutory predecessors.

Comments:

Do you currently have any criminal actions pending in which you are a defendant?

☐ Yes ☐ No

If yes, explain:

Are you currently on probation or parole?

☐ Yes ☐ No

If yes, explain:

## Please complete this information:

Date of Arrest (MM/DD/YYYY):		Date of Arrest (MM/DD/YYYY):	
Charge 1		Charge 2	
Location County		Location County	
Location State		Location State	
Conviction Date (MM/DD/YYYY):		Conviction Date (MM/DD/YYYY):	
Charge		Charge	
Sentence		Sentence	
Time Served		Time Served	
Dates on Probation or Parole		Dates on Probation or Parole	
Please describe what happened:		Please describe what happened:	
Any other arrests or convictions?	<input type="radio"/> Yes <input type="radio"/> No	Any charges pending now?	<input type="radio"/> Yes <input type="radio"/> No
Any other names used (married, married, etc.)			
Gender		Race	

Continue

REDACTED

STC256174.D0028

Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 01/26/2011

Do you know the name of your  
recruiter?

Melody Gonzalez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)Flatbed Driver only  
Van Driver Only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

Jammal

Last Name

[REDACTED]

Middle Initial

[REDACTED]

Birthdate

[REDACTED]  
(MM/DD/YYYY)

Social Security #

[REDACTED]

Comment

[REDACTED]

**Driver's License & CDL Information**

No. [REDACTED]

State

Virginia

Expires

10/29/2017

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
Have you ever applied for work and/or worked for this company before? <span style="float: right;">O Yes O No</span>					
If yes, when? [REDACTED]					
If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country? <span style="float: right;">O Yes O No</span>					
Are you able to perform the essential functions and duties of the job as contained in the job description with reasonable accommodations? <span style="float: right;">O Yes O No</span>					
<a href="#">Click here to view job descriptions.</a>					
Have you ever been denied a license, permit or privilege to operate a motor vehicle? <span style="float: right;">O Yes O No</span>					
If yes, then when and why? [REDACTED]					
Has any license, permit or privilege ever been suspended or revoked? <span style="float: right;">O Yes O No</span>					
If yes, then when and why? I to show proof that I sold my van,so my license cold get reinstated.					
Have you ever been stopped while intoxicated? <span style="float: right;">O Yes O No</span>					
If yes, then when? [REDACTED]					
Have you ever used any illegal drug (including marijuana)? If yes, when was the last time? <span style="float: right;">O Yes O No</span>					

REDACTED

If yes, then when?

Have you ever been convicted for possession, sale, or use of a narcotic drug, amphetamine or a derivative thereof? ☐ Yes ☐ No

Comments:

Have you ever been convicted of a criminal offense? In California, 'crime' shall exclude convictions for marijuana-related offenses that are more than two years old, as defined in California Health and Safety Code section s 11357 (b) and (c) and 11360 (c), or in California Health and Safety Code sections 11364, 11365, or 11550 of the Health and Safety Code as they related to marijuana prior to January 1, 1976, or the statutory predecessors. ☐ Yes ☐ No

Comments:

Do you currently have any criminal actions pending in which you are a defendant?

☐ Yes ☐ No

If yes, explain:

Are you currently on probation or parole?

☐ Yes ☐ No

If yes, explain:

**Please complete this information:**

Date of Arrest (MM/DD/YYYY):	<input type="text"/>	Date of Arrest (MM/DD/YYYY):	<input type="text"/>
Charge 1	<input type="text"/>	Charge 2	<input type="text"/>
Location County	<input type="text"/>	Location County	<input type="text"/>
Location State	<input type="text"/>	Location State	<input type="text"/>
Conviction Date (MM/DD/YYYY):	<input type="text"/>	Conviction Date (MM/DD/YYYY):	<input type="text"/>
Charge	<input type="text"/>	Charge	<input type="text"/>
Sentence	<input type="text"/>	Sentence	<input type="text"/>
Time Served	<input type="text"/>	Time Served	<input type="text"/>
Dates on Probation or Parole	<input type="text"/>	Dates on Probation or Parole	<input type="text"/>
Please describe what happened:	<input type="text"/>	Please describe what happened:	<input type="text"/>
Any other arrests or convictions?	<input type="radio"/> Yes <input type="radio"/> No	Any charges pending now?	<input type="radio"/> Yes <input type="radio"/> No
Any other names used (married, married, etc.)		<input type="text"/>	
Gender	<input type="text"/>	Race	<input type="text"/>

[Continue](#)

REDACTED

STC256174.D0030

Swift Web  
Recruiting[View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 01/26/2011

Do you know the name of your  
recruiter?

Melody Gonzalez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)Flatbed Driver only  
Van Driver Only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

Jarmmal

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

**Driver's License & CDL Information**

No.

State

Virginia

Expires

10/29/2017

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info

Pre-Hire Questionnaire

Driver Information

Work History

Education/Military Service

Submit Application

**Please complete the driving experience information below:**

Have you had licenses in other states in the last 5 years?

No

State	License Type	License Number
Georgia	CDL	
Virginia	CDL	

**List all states in which you have operated a Class A motor vehicle in the past 5 years:**

CLASS OF EQUIPMENT< td>	TYPE OF EQUIPMENT: Van, Tank, Flat, etc.	FROM: (MM/DD/YYYY)	TO: (MM/DD/YYYY)	APPROX. NO. OF MILES TOTAL
STRAIGHT TRUCK				0
TRACTOR AND SEMI TRAILER	Van, Flat	03/16/2004	12/25/2011	3000
TRACTOR AND TWO TRAILERS				0
OTHER				0

REDACTED

How many moving violations have you had in the last 5 years?

1

DATE (MM/DD/YYYY)	LOCATION (STATE)	CHARGE	PENALTY
2/9/2010	virginia	ruunning red light	N/A
2/9/2010	virginia	fender binder	800.00

How many accidents have you had in the last 5 years?

1

DATE (MM/DD/YYYY)	TYPE VEHICLE	NATURE OF ACCIDENT (HEAD-ON, REAR END, UPSET, ETC.)	INDICATE PREVENTABLE OR NON- PREVENTABLE	FATALITIES	INJURIES	AMOUNT OF PROPERTY DAMAGE
2/9/2010	car	none	Yes	no	no	fender binder
			no			
			no			
			no			
			no			

Continue

REDACTED



Swift Web  
Recruiting [View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 01/26/2011

Do you know the name of your  
recruiter?

Melody Gonzalez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)Flatbed Driver only  
Van Driver Only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

Jammal

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

**Driver's License & CDL Information**

No.

State

Virginia

Expires

10/29/2017

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
--------------	------------------------	--------------------	--------------	----------------------------	--------------------

5 years of work history are required. 10 years of work history are required if any commercial driving experience was during that time period.

**Work History****Current or Most Recent Employer**

Company Name:

Wester Express

From: 08/3/2010

(MM/DD/YYYY)

To: 12/24/2010

(MM/DD/YYYY)

May we contact this  
employer?☒ Yes ☐ No

Street Address:

Nashville

City

Nashville

Phone:

615-259-9920

State

Virginia

Zip

23508

Position:

Truck driver

Supervisor's Name:

Travis

Reason for leaving:

Call for references

Type of Equip. Driven:

Flat bed

**Second Prior Employer**

Company Name:

Mishibishi cemmicale

From: 02/4/2010

(MM/DD/YYYY)

To: 08/3/2010

(MM/DD/YYYY)

May we contact this  
employer?☒ Yes ☐ No

Street Address:

volvo parkway

City

Norfolk

Phone:

#411

State

Virginia

Zip

23508

Position:

Mixed tonner

Supervisor's Name:

Mike

Reason for leaving:

Western Express

Type of Equip. Driven:

**Third Prior Employer**

Company Name:

Court yard merriot

From: 06/3/2009

To: 02/4/2010

May we contact this  
employer?

REDACTED

STC256174.D0033

		(MM/DD/YYYY)	(MM/DD/YYYY)	<input type="radio"/> Yes <input type="radio"/> No
Street Address:	<input type="text"/>			
City	<input type="text" value="Norfolk"/>	State	<input type="text" value="Virginia"/>	Zip <input type="text" value="23508"/>
Phone:	<input type="text" value="757-963-6000"/>	Supervisor's Name:	<input type="text" value="Christy"/>	
Position:	<input type="text" value="House man"/>	Type of Equip. Driven:	<input type="text" value="Janniter"/>	
Reason for leaving:	<input type="text" value="Mishibishi cemmicale"/>			
<b>Fourth Prior Employer</b>				
Company Name:	<input type="text" value="Labor ready"/>	From:	<input type="text" value="07/8/2009"/>	To: <input type="text" value="02/4/2010"/> May we contact this employer?
		(MM/DD/YYYY)	(MM/DD/YYYY)	<input type="radio"/> Yes <input type="radio"/> No
Street Address:	<input type="text" value="Little creek road"/>			
City	<input type="text" value="Norfolk"/>	State	<input type="text" value="Virginia"/>	Zip <input type="text" value="23508"/>
Phone:	<input type="text" value="757-480-9359"/>	Supervisor's Name:	<input type="text" value="Judy"/>	
Position:	<input type="text" value="Tempt"/>	Type of Equip. Driven:	<input type="text" value="Power saw, Drill"/>	
Reason for leaving:	<input type="text" value="Mishibishi cemmicale"/>			
<b>Fifth Prior Employer</b>				
Company Name:	<input type="text" value="Bills trucking"/>	From:	<input type="text" value="03/6/2007"/>	To: <input type="text" value="04/8/2009"/> May we contact this employer?
		(MM/DD/YYYY)	(MM/DD/YYYY)	<input type="radio"/> Yes <input type="radio"/> No
Street Address:	<input type="text"/>			
City	<input type="text" value="Augusta"/>	State	<input type="text" value="Georgia"/>	Zip <input type="text" value="23508"/>
Phone:	<input type="text" value="757-718-5739"/>	Supervisor's Name:	<input type="text" value="Joe"/>	
Position:	<input type="text" value="Log trucker"/>	Type of Equip. Driven:	<input type="text" value="Log truck"/>	
Reason for leaving:	<input type="text" value="Lade off"/>			
<input type="button" value="Continue"/>				

REDACTED

STC256174.D0034

Swift Web  
Recruiting[View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 01/26/2011

Do you know the name of your  
recruiter?

Melody Gonzalez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)Flatbed Driver only  
Van Driver Only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

Jarmmal

Last Name

[REDACTED]

Middle Initial

[REDACTED]

Birthdate

10/29/1982

Social Security #

[REDACTED]

(MM/DD/YYYY)

Comment

[REDACTED]

**Driver's License & CDL Information**

No. [REDACTED]

State

Virginia

Expires

10/29/2017

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
--------------	------------------------	--------------------	--------------	----------------------------	--------------------

5 years of work history are required. 10 years of work history are required if any commercial driving experience was during that time period.

**Work History****Current or Most Recent Employer**

Company Name:

Wester Express

From: 08/3/2010

(MM/DD/YYYY)

To: 12/24/2010

(MM/DD/YYYY)

May we contact this  
employer?☐ Yes ☐ No

Street Address:

Nashville

City

Nashville

State

Virginia

Zip

23508

Phone:

615-259-9920

Supervisor's Name:

Travis

Position:

Truck driver

Type of Equip. Driven:

Flat bed

Reason for leaving:

Call for references

**Second Prior Employer**

Company Name:

Mishibishi cemmicale

From: 02/4/2010

(MM/DD/YYYY)

To: 08/3/2010

(MM/DD/YYYY)

May we contact this  
employer?☐ Yes ☐ No

Street Address:

volvo parkway

City

Norfolk

State

Virginia

Zip

23508

Phone:

#411

Supervisor's Name:

Mike

Position:

Mixed tonner

Type of Equip. Driven:

Tonner mixer

Reason for leaving:

Western Express

**Third Prior Employer**

Company Name:

Court yard merriot

From: 06/3/2009

To: 02/4/2010

May we contact this  
employer?

REDACTED

STC256174.D0035

	(MM/DD/YYYY)	(MM/DD/YYYY)	<input type="radio"/> Yes <input type="radio"/> No
<hr/>			
Street Address:	<input type="text"/>		
City	<input type="text" value="Norfolk"/>	State	<input type="text" value="Virginia"/> Zip <input type="text" value="23508"/>
Phone:	<input type="text" value="757-963-6000"/>	Supervisor's Name:	<input type="text" value="Christy"/>
Position:	<input type="text" value="House man"/>	Type of Equip. Driven:	<input type="text" value="Janniter"/>
Reason for leaving:	<input type="text" value="Mishibishi cemmicale"/>		
<hr/>			
<b>Fourth Prior Employer</b>			
Company Name:	<input type="text" value="Labor ready"/>	From: <input type="text" value="07/8/2009"/>	To: <input type="text" value="02/4/2010"/> May we contact this employer?
		(MM/DD/YYYY)	(MM/DD/YYYY) <input type="radio"/> Yes <input type="radio"/> No
<hr/>			
Street Address:	<input type="text" value="Little creek road"/>		
City	<input type="text" value="Norfolk"/>	State	<input type="text" value="Virginia"/> Zip <input type="text" value="23508"/>
Phone:	<input type="text" value="757-480-9359"/>	Supervisor's Name:	<input type="text" value="Judy"/>
Position:	<input type="text" value="Tempt"/>	Type of Equip. Driven:	<input type="text" value="Power saw, Drill"/>
Reason for leaving:	<input type="text" value="Mishibishi cemmicale"/>		
<hr/>			
<b>Fifth Prior Employer</b>			
Company Name:	<input type="text" value="Bills trucking"/>	From: <input type="text" value="03/6/2007"/>	To: <input type="text" value="04/8/2009"/> May we contact this employer?
		(MM/DD/YYYY)	(MM/DD/YYYY) <input type="radio"/> Yes <input type="radio"/> No
<hr/>			
Street Address:	<input type="text"/>		
City	<input type="text" value="Augusta"/>	State	<input type="text" value="Georgia"/> Zip <input type="text" value="23508"/>
Phone:	<input type="text" value="757-718-5739"/>	Supervisor's Name:	<input type="text" value="Joe"/>
Position:	<input type="text" value="Log trucker"/>	Type of Equip. Driven:	<input type="text" value="Log truck"/>
Reason for leaving:	<input type="text" value="Lade off"/>		
<hr/>			
<input type="button" value="Continue"/>			

REDACTED

STC256174.D0036

Swift Web  
Recruiting[View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 01/26/2011

Do you know the name of your  
recruiter?

Melody Gonzalez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)Flatbed Driver only  
Van Driver Only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

Jarmmal

Last Name

Middle Initial

Birthdate

Social Security #

(MM/DD/YYYY)

Comment

**Driver's License & CDL Information**

No.

State

Virginia

Expires

10/29/2017

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
What is the highest grade you've completed? 12					
High School					
Name	Graduate?	Degree	Major/Minor		
Youth Challenge Academy	<input type="radio"/> Yes <input type="radio"/> No	NO	GED		
College					
Name	Graduate?	Degree	Major/Minor		
	<input type="radio"/> Yes <input type="radio"/> No				
Graduate School					
Name	Graduate?	Degree	Major/Minor		
	<input type="radio"/> Yes <input type="radio"/> No				
Technical/Trade School/Truck Driving School					
Name	Graduate?	Degree	Major/Minor		
Conyer driving academy	<input type="radio"/> Yes <input type="radio"/> No	CDL	CDL		
Have you served in the U.S. Armed Forces?					
<input type="radio"/> Yes <input type="radio"/> No					
Branch	Dates Served From:	Dates Served To:			
Continue					

REDACTED





**REDACTED**

Swift Web  
Recruiting[View All Applicants](#)**Driver Recruiting Process - Online Application**All information in **RED** letters is required!

Application Date: 01/26/2011

Do you know the name of your  
recruiter?

Melody Gonzalez

Job(s) applying for:  
(Ctrl-Click to select more  
than one job)Flatbed Driver only  
Van Driver Only  
Van or Flatbed

Experience level:

Experienced driver

**Driver Personal Information**

First Name

Jarmmal

Last Name

Middle Initial

Birthdate

(MM/DD/YYYY)

Social Security #

Comment

**Driver's License & CDL Information**

No.

State

Virginia

Expires

10/29/2017

(MM/DD/YYYY)

CDL Holder?

Yes

CDL Endorsements

☒ HAZMAT ☒ Doubles ☒ Triples ☒ Tankers

Contact Info	Pre-Hire Questionnaire	Driver Information	Work History	Education/Military Service	Submit Application
--------------	------------------------	--------------------	--------------	----------------------------	--------------------

**ACKNOWLEDGEMENT**

I give Swift Transportation, Inc. (the Company) the right to investigate all references and to secure additional information about me, if job-related. I release from liability the Company and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information. A copy of this page serves as my authorization to seek/provide this information. I agree to sign all documents and consent forms which the Company deems necessary to verify the facts provided in this application. I give my consent and release from liability the Company and its representative, to respond to any inquiries made about me as part of a reference check by any subsequent or potential employer.

From time to time the Company may find it necessary to conduct investigations. If it does, employees are expected to truthfully participate and cooperate in such investigations, including submission to searches of property. Failure to do so may subject employees to disciplinary action, which may include termination of employment.

I realize as a condition of employment I will be required to undergo a post offer/pre-employment medical examination and substance abuse screening test at the expense of and as prescribed by the Company, and that any offer of employment is conditioned upon the successful completion of these tests. I agree to furnish such additional information and undergo any other examinations or test to complete the employment file, or to continue my employment with the Company, if employed. These tests may include, but are not necessarily limited to random, for cause, reasonable suspicion or post accident alcohol and substance abuse screening tests. Further, I release the Company, its agents or employees from any and all claims or actions arising out of such alcohol and substance abuse tests including, but not limited to, the testing procedures, the analysis or the disclosure of test results.

I understand that any offer of employment is contingent upon my ability to produce documentation verifying my identity and legal authorization to be employed, as required by the Immigration Reform & Control Act of 1986 (IRCA).

This application is active for sixty (60) days from the date it is completed, or until the specific position opening for which it was submitted is closed, whichever is earlier. Subsequent to the preceding consideration period, I must submit a new application to be considered for this, or any other position.

I understand and agree that any misrepresented, inaccurate, misleading, incomplete or omitted information provided by me in this application will be sufficient cause for cancellation of this application and/or separation from the Company's service if employed. Further, I understand that just as I am free to resign at any time, for any reason, with or without prior notice, the Company reserves the right to terminate my employment at any time, for any reason, with or without prior notice. I understand that no representative of the Company has the authority to make any verbal or written assurances to the contrary. I recognize the employment relationship to be an at-will relationship and not for a specific period of time. This application represents the complete and final expression of the intent of the parties and may not be modified except by a writing duly executed by the undersigned and the President of the Company.

REDACTED

STC256174.D0039

I hereby agree to submit to binding arbitration all disputes and claims arising out of the submission of this or formal application. I further agree, in the event that I am offered employment by the company, as a condition to that employment, all disputes that cannot be resolved by informal internal resolution which might arise out of my employment with the company, whether during or after that employment, will be submitted to binding arbitration in lieu of any Federal or State investigative, administrative or legal proceeding. I agree that such arbitration shall be conducted under the rules of the American Arbitration Association. This application contains the entire agreement between the parties with regard to dispute resolution, and there are no other agreements as to dispute resolution, either oral or written.

I have read carefully the above information, understand and accept the contents thereof. This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

Submit

REDACTED

## **EXHIBIT 3**



APPLY WITH SWIFT



## Driver Application

### Personal Information

#### Contact Information

Recruiter:	<input type="text" value="Select a Recruiter's Name"/>		
Full Name:	<input type="text" value="First Name"/>	<input type="text" value="Middle"/>	<input type="text" value="Last Name"/>
*Address 1:	<input type="text"/>		
Address 2:	<input type="text"/>		
*City:	<input type="text"/>	*State: <input type="text" value="Select a state"/>	*Zip: <input type="text"/>
In case of emergency, notify:	<input type="text"/>		
In case of emergency, Phone:	<input type="text"/>	Relationship:	<input type="text"/>
Reference Name:	<input type="text"/>	Relationship:	<input type="text"/>
Reference Phone:	<input type="text"/>	Relationship:	<input type="text"/>
Reference Name:	<input type="text"/>	Relationship:	<input type="text"/>
Reference Phone:	<input type="text"/>	Relationship:	<input type="text"/>
*Day Phone:	<input type="text"/>	Cell Phone:	<input type="text"/>
Night Phone:	<input type="text"/>		
*Email:	<input type="text"/>	*Best time to call:	<input type="text"/>
*SSN:	<input type="text"/>	Date of Birth #:	<input type="text" value="Month..."/> <input type="text" value="Day..."/> <input type="text" value="Year..."/>
		Age:	<input type="text" value="Choose"/>

#### CDL Information

Do you have a CDL? <input type="radio"/> Yes <input type="radio"/> No	Drivers License Number:	<input type="text"/>
*Issue State:	*Expiration Date:	<input type="text" value="Month..."/> <input type="text" value="Day..."/> <input type="text" value="Year..."/>
Previous Number:	Previous Issue State:	<input type="text" value="Select a state"/>
Previous Number:	Previous Issue State:	<input type="text" value="Select a state"/>
Previous Number:	Previous Issue State:	<input type="text" value="Select a state"/>
Previous Number:	Previous Issue State:	<input type="text" value="Select a state"/>

\*Check all that apply to your current CDL:

STC000101



☐ Class A
 ☐ Class B
 ☐ Class C
 ☐ Hazmat  
☐ Tanker
 ☐ Double
 ☐ Triples

Can you perform the duties for the job? ☐ Yes ☐ No

#### Driver Information

Date Available: Month... Day... Year...

Experience Level:

Need to go to school to get Class A CDL

Check all that apply:

☐ I need training
 ☐ I am a Driving School Graduate
 ☐ I have a TWIC Card

School name: Graduation Date: Month... Day... Year ...

#### Education

What is the highest grade you've completed?

Did you graduate from college? ☐ Yes ☐ No

#### Experience and Preference

\*Total OTR years: None

#### Trailer Type Experience and Preference

##### TRAILER TYPE

Flatbed

Van

Tanker

Reefer

Hazmat

Qualcom Operations

Dropdeck

##### EXPERIENCE

☐

☐

☐

☐

☐

☐

☐

#### Employment History

☐ I am currently employed.

Number of jobs in last 10 years

Have you ever applied for work and/or worked for this company before?

☐ Yes ☐ No

#### Current Employer

\*Employer name:

\*Address

Phone

\*City

\*State Select a state

\*Zip

\*Start date

MM

YYYY

\*End date

MM

YYYY

\*Position held

Supervisor

☐ You may contact this employer

\*Reason left   
Vehicle driven

**Previous Employer#1**

\*Employer name:   
\*Address  Phone   
\*City  \*State  \*Zip   
\*Start date   \*End date    
\*Position held   
Supervisor  ☐ You may contact this employer  
Reason left   
Vehicle driven

**Previous Employer#2**

Employer name:   
Address  Phone   
City  State  Zip   
Start date   End date    
Position held   
Supervisor  ☐ You may contact this employer  
Reason left   
Vehicle driven

**Previous Employer#3**

Employer name:   
Address  Phone   
City  State  Zip   
Start date   End date    
Position held   
Supervisor  ☐ You may contact this employer  
Reason left   
Vehicle driven

**Additional Employment Information**

STC000103

--

## Driving History

### Tickets

List All Violations, Including Non-Moving Violations, For Past 5 Years. If None, Write None

Example: State, Date, Location(state), Charge, Operating Commercial or Non-Commercial, Penalty

Example: State, Date, Location(state), Charge, Operating Commercial or Non-Commercial, Penalty

Example: State, Date, Location(state), Charge, Operating Commercial or Non-Commercial, Penalty

Example: State, Date, Location(state), Charge, Operating Commercial or Non-Commercial, Penalty

Example: State, Date, Location(state), Charge, Operating Commercial or Non-Commercial, Penalty

### Accidents

List All Involvement With Truck And Car Including Property Damage For Past 5 Years. Including Preventable And Non-Preventable.

Example: Date, Type, Nature Of Accident, Indicate Preventable, Fatalities, Injuries, Amount Of Property Damage, Vehicle (Head On, Rear End, Upset, Ect.) Or Non-Preventable

Example: Date, Type, Nature Of Accident, Indicate Preventable, Fatalities, Injuries, Amount Of Property Damage, Vehicle (Head On, Rear End, Upset, Ect.) Or Non-Preventable

Example: Date, Type, Nature Of Accident, Indicate Preventable, Fatalities, Injuries, Amount Of Property Damage, Vehicle (Head On, Rear End, Upset, Ect.) Or Non-Preventable

Example: Date, Type, Nature Of Accident, Indicate Preventable, Fatalities, Injuries, Amount Of Property Damage, Vehicle

STC000104

(Head On, Rear End, Upset, Ect.) Or Non-Preventable

Example: Date, Type, Nature Of Accident, Indicate Preventable, Fatalities, Injuries, Amount Of Property Damage, Vehicle (Head On, Rear End, Upset, Ect.) Or Non-Preventable

#### Accidents in the Last 5 Years

Number of accidents involved

Number of preventable accidents

Number of roll-over accidents

#### Tickets in the Last 5 Years

Number of tickets received

Number of reckless tickets

#### Addition Driving History Information

#### Criminal Record

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?

☐ Yes ☐ No

Have you ever been convicted of a felony?

☐ Yes ☐ No

If so, when...

Have you ever been convicted, or are any charges pending; for driving while under the influence, possession, or selling of alcohol, a narcotic drug, amphetamines or derivatives thereof?

☐ Yes ☐ No

Have you ever used any illegal drug?

☐ Yes ☐ No

Have you ever been convicted of a criminal offense?

☐ Yes ☐ No

Have you ever been denied a license, permit or privilege to operate a motor vehicle?

☐ Yes ☐ No

Has any license, permit or privilege ever been suspended or revoked?

☐ Yes ☐ No

Have you ever been refused any type of insurance or been denied bonding?

☐ Yes ☐ No

Have you ever tested positive or refused a test for drugs or alcohol?

☐ Yes ☐ No

Have you ever abandoned your equipment?

☐ Yes ☐ No

Have you ever been stopped while intoxicated?

☐ Yes ☐ No

Are you on probation or parole?

☐ Yes ☐ No

Criminal actions pending in which you are a defendant?

☐ Yes ☐ No

\*\* If you answered yes to any of the above, please explain in the comments box below.

Comments

STC000105

This certifies that this application was completed by me, and that all entries on it and information on it are true and complete to the best of my knowledge. I hereby request and authorize Swift Transportation and their agents or contractors that receive this application to cause to be conducted, at any time, an investigation of my background for employment purposes, which may include, but is not limited to, any information relating to my character, general reputation, personal characteristics, mode of living, criminal history, past work experience, educational background, alcohol or drug test results, or failure to submit to an alcohol or drug test, or any other information about me which may reflect upon my potential for employment gathered from any individual, organization, entity, agency, or other source which may have knowledge concerning any such items of information. I have completed this application of my own free will and hold harmless of all liability all companies, agents and associated parties for the use of this application. As part of our consideration of your application, the DOT requires companies to investigate your employment background. As part of this investigation, they may obtain consumer reports about you from various consumer reporting agencies including USIS(DAC) and PSP Reports. Any decision they make not to hire you based on information contained in your consumer report will be their decision alone. DAC does not make any decisions concerning your employment with these companies and will not know the specific reasons why they may decide not to hire you. In the event you are not hired based on information contained in your consumer report, the companies themselves will tell you. We will also advise you of your right to obtain a free copy of the consumer report from DAC and your right to dispute the accuracy or completeness of your report. Your consent for these companies to obtain the report from DAC is required. Although you have a right to withhold your consent, companies will not consider your application if you withhold your consent.

I have read and agree to the above release and I give permission to obtain consumer reports about me from DAC.

☒ Yes ☐ No

Click and hold your left mouse button to sign at the X below

Use the  button to reset your signature and try again.

**X**

Secured  
by  
eSignature  
2012-02-28

STC000106



## **EXHIBIT 4**



APPLICATION MANAGER

[Help](#) | [Logout](#)

[Home](#)

[My Apps](#)

[Deleted Apps](#)

[Search Database](#)

[Account Options](#)

[Contact Us](#)

### Driver Application

Source: My Website  
Rank: 71%  
Status: Transfer to WorkFlow  
Dated: 06/16/11 03:19 pm  
Company Specific: Yes

#### Contact Information

Name: James Michael C [REDACTED]  
Address: [REDACTED]  
City: [REDACTED]  
State: [REDACTED]  
Zip: [REDACTED]  
In case of emergency, notify:: Maria H [REDACTED]  
In case of emergency, Phone: [REDACTED]  
Relationship: girl friend  
Reference Name: Wally G [REDACTED]  
Reference Phone: [REDACTED]  
Relationship: old boss  
Reference Name: Tom O [REDACTED]  
Reference Phone: [REDACTED]  
Relationship: old boss  
Phone: [REDACTED]  
Alt. Phone 1: [REDACTED]  
Cell Number: [REDACTED]  
Email: [REDACTED]  
SSN: [REDACTED]  
DOB: [REDACTED]  
Time to call: cell any t

#### Driver License

DL #: [REDACTED]  
DL State: CA  
DL Expire: March 2, 2014  
Class: Class A Class C  
Endorsement(s): Hazmat Tanker Doubles Triples  
Can you perform the duties for the job? Yes

#### Driver Information

Driver Type:  
Position Applying for:  
Solo/Team:  
Part of a Team:  
Lease/Purchase:  
Date Available: July 1, 2011  
Interested in In-cab Email:

#### Digital Forms

Request a new Digital Form for this Applicant:

[Send Forms](#)

View previous Digital Forms for this Applicant:

[View Forms](#)

#### App Actions

[Previous Application](#)

[Next Application](#)

[Print this Application](#)

[Comment/Status](#)

STC644301

REDACTED

**Experiences & Preferences**

Experience Level

Total OTR Experience

What is the highest grade you've completed?

Has Class A CDL but needs training

Years: 0.167

11 grade two years college

TRAILER TYPE

Van

EXPERIENCE

Yes

Preferred Traffic Lane(s):

**Employment History**

Current Employer:

Address:

Tom O [REDACTED]

[REDACTED]

Begin Date:

12/2000

End Date:

12/2005

Phone:

Pay Rate:

Length of Truck/Trailer:

May We Contact:

Yes

Position:

care taker

Reason Left:

started a new job

Supervisor:

tom

Vehicle Driven:

Previous Employer:

Address:

Carey G [REDACTED] G [REDACTED] ent.

[REDACTED]

Begin Date:

01/2006

End Date:

11/2011

Phone:

Pay Rate:

Length of Truck/Trailer:

May We Contact:

Yes

Position:

construction and photographer

Reason Left:

I am still working here

Supervisor:

wally

Vehicle Driven:

**Additional Employment Comments****Driver's History**

Number Accidents:

0

Timeframe: 0 years

Number

Preventable:

0

Number

Rollover:

0

Number Tickets:

0

Timeframe: 0 years

Number

Preventable:

0

Number

Reckless:

0

DUI:

No

When:

Felony:

Yes

When:

1999/01/04

Have you ever used any illegal drug?

Yes

When:

1999/01/04

Convicted of Crime:

No

License Revoked:

No

License Denied:

No

Refused Insurance:

No

Abandoned Equipment:

No

Tested Positive for Controlled Substance:

Yes

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?:

Yes

DAC/MVR permission granted:

Yes

**Additional Driving History Comments****Driver Comments**

I've been clean from drugs and alcohol for 11 years now. When I was younger I got in to that life stile. I work a 12 step recovery program in my life today. Because I do I have a wonderful life. I hope that you don't hold this against me. I am a honest, responsible member of society with a clean driving record. I hope you give me a chance to show you.

Digital Signature

James C [REDACTED]

[REDACTED]

STC644302

REDACTED

**Recruiter Comments**

Add your new comment here

Set new status: Transfer to WorkFlow

Add Comment / Set Status

Reset After submitting, display the: Current application again

Re-Transfer to Workflow

Previous Recruiter Comments:

**Recruiter:** Nanci Kurz **Date/Time:** 06/17/11 10:11 am **Status:** Transfer to WorkFlow  
**Comment:** This application was transferred to Workflow

**Recruiter:** Holly Baki **Date/Time:** 06/17/11 10:08 am **Status:** Transfer to WorkFlow  
**Comment:**

**Recruiter:** Holly Baki **Date/Time:** 06/17/11 10:08 am **Status:** Working  
**Comment:** Transferred to Nanci Kurz

**Recruiter:** Nanci Kurz **Date/Time:** 06/17/11 08:47 am **Status:** Working  
**Comment:** spoke with applicant

**Recruiter:** Swift DemoAdmin **Date/Time:** 06/16/11 03:22 pm **Status:** Inbox / New App  
**Comment:** Assigned to me by Delegation Rule (Default)

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REDACTED

STC644303

App Manager Application  
Recruiter Name: Nanci Kura  
Source: My Website  
Date: 06/16/11 03:39 pm

Contact Information

Name: James Michael  
Address:  
City:  
State:  
Zip:  
Phone:  
Cell Number:  
Email:  
DOB: 03/04/1980  
Time to call: call any t

Driver License

DL #:   
DL State:   
DL Expires: March 2, 2014  
Class: Class A Class C  
Equipment(s): Special Tanker Double/Triples

Driver Information

Driver Type:  
Solo/Team:  
Part of a Team:  
Need Training:  
Trucking School Grad: Yes  
Trucking School: Truck Driver Institute  
Graduate When: June 14, 2011

Lease/Purchase:

Willing to Relocate:  
Will work Part-time:  
Interested in In-cab email:  
Date Available: July 1, 2011

Experience

Total OTR Experience in Years: 0.167

Trailer Type: Van

Experience: Yes

Preferred Traffic Lane(s):

Employment History

Current Employer: Tom C.

Address:  
Phone:  
Position: care taker  
Begin Date: 12/2007  
End Date: 12/2008  
Reason Left: started a new job  
Pay Rate:  
Supervisor: tom  
Length of Truck:  
May We Contact: Yes

Previous Employer: Carey C.

Address:  
Phone:  
Position: construction and photographer  
Begin Date: 01/2006  
End Date: 11/2011  
Reason Left: I am still working here  
Pay Rate:  
Supervisor: wally  
Length of Truck:  
May We Contact: Yes

Driver's History

Number Accidents: 0  
Number Preventable: 0  
Number Tickets: 0  
Number Preventable: 0  
DUI: No  
FBI: Yes (1993/14)  
License Revoked: No  
License Denied: No  
Refused Insurance: No  
Abandoned Equipment: No  
Tested Positive for Controlled Substance: Yes

DAC permission granted: Yes

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country? Yes

Driver Comments:

I've been clean from drugs and alcohol for 11 years now. When I was younger I got in to that life still. I work a 12 step recovery program in my life today.

Recruiter Comments:

Recruiter: Nanci Kura Date/Time: 06/17/11 10:11 AM Status: Transfer to Workflow  
Comment: This application was transferred to workflow

Recruiter: Holly Baki Date/Time: 06/17/11 10:08 AM Status: Transfer to Workflow  
Comment:

Recruiter: Holly Baki Date/Time: 06/17/11 10:00 AM Status: Working  
Comment: Transferred to Nanci Kura

Recruiter: Nanci Kura Date/Time: 06/17/11 09:47 AM Status: Working  
Comment: spoke with applicant

Recruiter: Swift DemoAdmin Date/Time: 06/16/11 02:22 PM Status: Yobbox / New App  
Comment: Assigned to me by Delegation Rule (Default)

This certifies that this application was completed by me, and that all entries on it and information on it are true and

REDACTED

STC644304



complete to the best of my knowledge, I hereby request and authorize Swift Transportation and their agents or contractors that receive this application to cause to be conducted, at any time, an investigation of my background for employment purposes, which may include, but is not limited to, any information relating to my character, general reputation, personal characteristics, mode of living, criminal history, past work experience, educational background, alcohol or drug test results, or failure to submit to an alcohol or drug test, or any other information about me which may reflect upon my potential for employment gathered from any individual, organization, entity, agency, or other source which may have knowledge concerning any such items of information. I have completed this application of my own free will and hold harmless of all liability all companies, agents and associated parties for the use of this application. As part of our consideration of your application, the DOT requires companies to investigate your employment background. As part of this investigation, they may obtain consumer reports about you from various consumer reporting agencies including HazleRight (UDIS/UDC). Any decision they make not to hire you based on information contained in your consumer report will be their decision alone. UAC does not make any decisions concerning your employment with these companies and will not know the specific reasons why they may decide not to hire you. In the event you are not hired based on information contained in your consumer report, the companies themselves will tell you. We will also advise you of your right to obtain a free copy of the consumer report from UAC and your right to dispute the accuracy or completeness of your report. Your consent for these companies to obtain the report from UAC is required. Although you have a right to withhold your consent, companies will not consider your application if you withhold your consent.

Digital Signature

James C. [REDACTED]



## APPLICATION MANAGER

Help | Logout

Home

My Apps

Deleted Apps

Search Database

Account Options

Contacts

## Driver Application

Source: My Website  
 Rank: 93%  
 Status: Hired  
 Dated: 07/15/11 05:43 pm  
 Company Specific: Yes

## Contact Information

Name: Steven Paul C [REDACTED]

Address: [REDACTED]

City: [REDACTED]

State: [REDACTED]

Zip: [REDACTED]

In case of  
emergency,  
notify::

Sheryl S [REDACTED]

In case of  
emergency,  
Phone:

Relationship: Wife

Reference Name: [REDACTED]

Reference

Phone: [REDACTED]

Relationship: Friend

Reference Name: Darrel [REDACTED]

Reference

Phone: [REDACTED]

Relationship: Former boss

Phone: [REDACTED]

Alt. Phone 1: same as above

Cell Number: [REDACTED]

Email: [REDACTED]

SSN: [REDACTED]

DOB: [REDACTED]

Time to call: anytime

## Driver License

DL #: [REDACTED]

DL State: CA

DL Expire: September 4, 2014

Class: Class A Class C

Endorsement

(s):

Can you perform the duties for the job? Yes

## Driver Information

Driver Type:

Position Applying for:

Solo/Team:

Part of a Team:

Lease/Purchase:

Date Available: August 1, 2011

Interested in in-cab

Email:

## Digital Forms

Request a new Digital  
Form for this Applicant:[Send Forms](#)View previous Digital  
Forms for this  
Applicant:[View Forms](#)

## App Actions

[Previous Application](#)[Next Application](#)[Print this Application](#)[Comment/Status](#)

STC644322

REDACTED

**Experiences & Preferences**

Experience Level	Experienced driver	
Total OTR Experience	Years:	10
What is the highest grade you've completed?	15	

<b>TRAILER TYPE</b>	<b>EXPERIENCE</b>
Flatbed	Yes
Van	Yes
Reefer	Yes
Dropdeck	Yes

**Preferred Traffic Lane(s):****Employment History**

<b>Current Employer:</b>	S&k Towing	<b>Begin Date:</b>	07/2007
<b>Address:</b>	33207 pasea cerveza San Juan Capistrano CA 92675	<b>End Date:</b>	07/2009
<b>Position:</b>	heavy haul tow driver	<b>Phone:</b>	
<b>Reason Left:</b>	Laid off	<b>Pay Rate:</b>	
<b>Supervisor:</b>	Brian m [REDACTED]	<b>Length of Truck/Trailer:</b>	
<b>Vehicle Driven:</b>	heavy tow truck	<b>May We Contact:</b>	
<b>Previous Employer:</b>	Ruan Tranportation	<b>Begin Date:</b>	10/2006
<b>Address:</b>	Pomona California CA 91766	<b>End Date:</b>	03/2007
<b>Position:</b>	otr driver	<b>Phone:</b>	(909)629-5015
<b>Reason Left:</b>	Laid off	<b>Pay Rate:</b>	
<b>Supervisor:</b>	Sally	<b>Length of Truck/Trailer:</b>	
<b>Vehicle Driven:</b>	peterbilt tractor /reefer trailer	<b>May We Contact:</b>	Yes
<b>Previous Employer:</b>	CR&R/Haul away/	<b>Begin Date:</b>	03/2007
<b>Address:</b>	Stanton CA	<b>End Date:</b>	07/2007
<b>Position:</b>	container hauling	<b>Phone:</b>	800-826-9677
<b>Reason Left:</b>	Laid off	<b>Pay Rate:</b>	
<b>Supervisor:</b>	angela/Brad	<b>Length of Truck/Trailer:</b>	
<b>Vehicle Driven:</b>	Roll off straight truck	<b>May We Contact:</b>	Yes
<b>Previous Employer:</b>	Doheny builders supply	<b>Begin Date:</b>	10/2004
<b>Address:</b>	Las vegas ave, Capistrano beach CA 92629	<b>End Date:</b>	12/2005
<b>Position:</b>	class a driver	<b>Phone:</b>	(949)240-3585
<b>Reason Left:</b>	laid off	<b>Pay Rate:</b>	
<b>Supervisor:</b>	Tracy d [REDACTED]	<b>Length of Truck/Trailer:</b>	
<b>Vehicle Driven:</b>	Flat bed tractor	<b>May We Contact:</b>	Yes
<b>Previous Employer:</b>	Academy of fine beers	<b>Begin Date:</b>	01/2002
<b>Address:</b>	Santa Ana CA	<b>End Date:</b>	10/2004
<b>Position:</b>	Sales exe	<b>Phone:</b>	(949)300-3428
<b>Reason Left:</b>	job finished	<b>Pay Rate:</b>	
<b>Supervisor:</b>	Ted B [REDACTED]	<b>Length of Truck:</b>	
<b>Vehicle driven:</b>	personal truck	<b>May We Contact:</b>	Yes
<b>Previous Employer:</b>	A&R wholesale Dist	<b>Begin Date:</b>	05/2000
<b>Address:</b>	5375 E. Hunter Anahiem CA 92807	<b>End Date:</b>	01/2002
<b>Position:</b>	OTR driver	<b>Phone:</b>	(714)777-7742
<b>Reason Left:</b>	Laid off	<b>Pay Rate:</b>	
<b>Supervisor:</b>	Ron P [REDACTED]	<b>Length of Truck:</b>	
<b>Vehicle driven:</b>	Dry van /tractor /combination vehicle	<b>May We Contact:</b>	Yes
<b>Previous Employer:</b>	Niagara drinking waters LLC	<b>Begin Date:</b>	05/1995
<b>Address:</b>	cowan st. Irvine CA 92614	<b>End Date:</b>	12/1999
<b>Position:</b>	otr driver/sales	<b>Phone:</b>	(949)863-1426
<b>Reason Left:</b>	Laid off	<b>Pay Rate:</b>	
		<b>Length of Truck:</b>	

STC644323

REDACTED

Supervisor: Darrel [REDACTED]  
 Vehicle driven: straght truck/combination tractor Class A

May We Contact: Yes

**Additional Employment Comments**

**Driver's History**

Number Accidents: 1 Timeframe: 0 years

Number Preventable: 0

Number Rollover: 0

Number Tickets: 0 Timeframe: 0 years

Number Preventable: 2

Number Rockless: 0

Example: State, Date, Location(state), Charge, Operating Commercial or Non-Commercial, Penalty:

California, los banos speeding

Example: State, Date, Location(state), Charge, Operating Commercial or Non-Commercial, Penalty:

California, Santa clarita, Speeding

DUI: No When:

Felony: No When:

Convicted of Crime: No

License Revoked: No

License Denied: No

Refused Insurance: No

Abandoned Equipment: No

Tested Positive for Controlled Substance: No

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?: Yes

DAC/MVR permission granted: Yes

**Additional Driving History Comments**

I had 4 previous years of commercial driving while in the marine Corp from 1988-1992

**Driver Comments**

(No comments were provided)

**Digital Signature**

Steve [REDACTED]

**Recruiter Comments**

Add your new comment here

Set new status: Hired

Add Comment / Set Status

Reset After submitting, display the: Current application again

Re-Transfer to Workflow

**Previous Recruiter Comments:**

Recruiter: Deanna Rada  
 Comment:

Date/Time: 08/03/11 12:34 am

Status: Hired

Recruiter: Deanna Rada

Date/Time: 07/18/11 05:01 pm

Status: Transfer to WorkFlow

Comment: This application was transferred to Workflow

STC644324

REDACTED

---

**Recruiter:** Deanna Rada      **Date/Time:** 07/18/11 04:52 pm      **Status:** Transfer to Workflow  
**Comment:** spoke w/ applicant - ss/ref sent - xfr to WF

---

**Recruiter:** Deanna Rada      **Date/Time:** 07/15/11 05:44 pm      **Status:** Inbox / New App  
**Comment:** This application was assigned to me because the applicant selected my name or applied using my personal application form.

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[REDACTED]

STC644325



App Manager Application  
Recruiter Name: Deanna Rada  
Source: My Website  
Dated: 07/15/11 05:43 pm

Contact Information

Name: Steven Paul C [REDACTED]  
Address: [REDACTED]  
City: [REDACTED]  
State: [REDACTED]  
Zip: [REDACTED]  
Phone: [REDACTED]  
Cell Number: [REDACTED]  
Email: [REDACTED]  
SSN: [REDACTED]  
DOB: [REDACTED]  
Time to call: anytime

Driver License

DL #: [REDACTED]  
DL State: [REDACTED]  
DL Expire: September 9, 2014  
Class: Class A Class B  
Endorsement(s):

Driver Information

Driver type:  
Solo/Team:  
Part of a Team:  
Used Training:  
Trucking School Grad:  
Trucking School:  
Graduate When:

Lease/Purchase:

Willing to Relocate:  
Will work Part-time:  
Interested in In-cab email:  
Date Available: August 1, 2011

Experience

Total OTR Experience in Years: 10

Trailer Type: Flatbed  
Experience: Yes

Trailer Type: Van  
Experience: Yes

Trailer Type: Reefar  
Experience: Yes

Trailer Type: Dropdeck  
Experience: Yes

Preferred Traffic Lane(s):

Employment History

Current Employer: S&K Towing  
Address: 13207 Pasea Cerveza San Juan Capistrano CA 92675  
Phone:  
Position: heavy haul tow driver  
Begin Date: 07/2007  
End Date: 07/2009  
Reason Left: Laid off  
Pay Rate:  
Supervisor: Brian C [REDACTED]  
Length of Truck:  
May We Contact:

Previous Employer: Ryan Transportation  
Address: Pomona California CA 91766  
Phone: (909)629-5015  
Position: ctk driver  
Begin Date: 10/2006  
End Date: 03/2007  
Reason Left: Laid off  
Pay Rate:  
Supervisor: Sally  
Length of Truck:  
May We Contact: Yes

Previous Employer: CR&N/Haul Away/  
Address: Stanton CA  
Phone: 805-826-9677  
Position: container hauling  
Begin Date: 03/2007  
End Date: 07/2007  
Reason Left: Laid off  
Pay Rate:  
Supervisor: Angela/Brod  
Length of Truck:  
May We Contact: Yes

STC644326

REDACTED

Previous Employer: Bohery builders supply  
Address: Las Vegas ave, Capistrano Beach CA 92625  
Phone: 19491240-3565  
Position: class a driver  
Begin Date: 10/2004  
End Date: 12/2005  
Reason Left: laid off  
Pay Rate:  
Supervisor: Tracy C [REDACTED]  
Length of Truck:  
May We Contact: Yes

Driver's History  
Number Accidents: 0  
Number Preventable: 0  
Number Tickets: 0  
Number Preventable: 0  
DUI: No  
Felony: No  
License Revoked: No  
License Denied: No  
Refused Insurance: No  
Abandoned Equipment: No  
Tested Positive for Controlled Substance: No

DAC permission granted: Yes

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country? Yes

Driving History Comments:

I had 4 previous years of commercial driving while in the marine Corp from 1988-1992

Driver Comments:

(No comments were provided)

Recruiter Comments:

Recruiter: Deanna Rada Date/Time: 08/03/11 12:34 am Status: Hired

Comment:

Recruiter: Deanna Rada Date/Time: 07/18/11 05:01 pm Status: Transfer to Workflow

Comment: This application was transferred to Workflow

Recruiter: Deanna Rada Date/Time: 07/16/11 04:52 pm Status: Transfer to Workflow

Comment: spoke w/ applicant - as/ref sent - xfr to WF

Recruiter: Deanna Rada Date/Time: 07/15/11 05:44 pm Status: Inbox / New App

Comment: This application was assigned to me because the applicant selected my name or applied using my personal application form.

This certifies that this application was completed by me, and that all entries on it and information on it are true and complete to the best of my knowledge. I hereby request and authorize Swift Transportation and their agents or contractors that receive this application to cause to be conducted, at any time, an investigation of my background for employment purposes, which may include, but is not limited to, any information relating to my character, general reputation, personal characteristics, mode of living, criminal history, past work experience, educational background, alcohol or drug test results, or failure to submit to an alcohol or drug test, or any other information about me which may reflect upon my potential for employment gathered from any individual, organization, entity, agency, or other source which may have knowledge concerning any such items of information. I have completed this application of my own free will and hold harmless of all liability all companies, agents and associated parties for the use of this application. As part of our consideration of your application, the DOT requires companies to investigate your employment background. As part of this investigation, they may obtain consumer reports about you from various consumer reporting agencies including HireRight (GSI/DAC). Any decision they make not to hire you based on information contained in your consumer report will be their decision alone. DAC does not make any decisions concerning your employment with these companies and will not know the specific reasons why they may decide not to hire you. In the event you are not hired based on information contained in your consumer report, the companies themselves will tell you. We will also advise you of your right to obtain a free copy of the consumer report from DAC and your right to dispute the accuracy or completeness of your report. Your consent for these companies to obtain the report from DAC is required. Although you have a right to withhold your consent, companies will not consider your application if you withhold your consent.

Digital Signature

Steve C [REDACTED]

STC644327

REDACTED



APPLICATION MANAGER

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Driver Application

Source: My Website  
Rank: 87%  
Status: Transfer to WorkFlow  
Dated: 05/23/11 05:59 pm  
Company Specific: Yes

Contact Information

Name: Miguel A E  
Address:   
City:   
State:   
Zip:   
In case of emergency, notify:: tino e  
In case of emergency, Phone: 408-623-9037  
Relationship: father  
Reference Name:   
Reference Phone:   
Relationship: wife  
Phone:   
Email:   
SSN:   
DOB:   
Time to call: evening

Driver License

DL #:   
DL State: CA  
DL Expire: October 2, 2013  
Class: Class C

Endorsement

(s):  
Can you perform the duties for the job? Yes

Driver Information

Driver Type:   
Position Applying for:   
Solo/Team:   
Part of a Team:   
Lease/Purchase:   
Date Available: May 24, 2011  
Interested in in-cab  
Email:

Digital Forms

Request a new Digital Form for this Applicant:

[Send Forms](#)

View previous Digital Forms for this Applicant:

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App Actions

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[Comment/Status](#)

Experiences & Preferences

Experience Level  
Total OTR Experience  
What is the highest grade you've completed?

Need to go to school to get Class A CDL  
Years: 12

Need Training: Yes  
Trucking School Grad:   
Trucking School:   
Graduation Date:   
Willing to Relocate:   
Will work Part-time:

STC644367

REDACTED

(no specific experience was provided)

**Preferred Traffic Lane(s):****Employment History**

**Current Employer:** sv&p  
**Address:** 1131 luchessi drive san jose CA 95118

**Begin Date:** 04/2011  
**End Date:**  
**Phone:**  
**Pay Rate:**  
**Length of Truck/Trailer:**  
**May We Contact:**

**Position:** security  
**Reason Left:** n/a  
**Supervisor:** oksana  
**Vehicle Driven:**

**Previous Employer:** chevron  
**Address:** great mall dr milpitas CA 95035

**Begin Date:** 08/2010  
**End Date:** 01/2011  
**Phone:**  
**Pay Rate:**  
**Length of Truck/Trailer:**  
**May We Contact:**

**Position:** cashier  
**Reason Left:**  
**Supervisor:**  
**Vehicle Driven:**

**Previous Employer:** securitas  
**Address:** san jose CA

**Begin Date:** 02/2008  
**End Date:** 08/2010  
**Phone:**  
**Pay Rate:**  
**Length of Truck/Trailer:**  
**May We Contact:**

**Position:** security  
**Reason Left:**  
**Supervisor:**  
**Vehicle Driven:** company truck

**Additional Employment Comments****Driver's History**

**Number Accidents:** 0 **Timeframe:** 0 years

**Number Preventable:** 0

**Number Rollover:** 0

**Number Tickets:** 0 **Timeframe:** 0 years

**Number Preventable:** 2

**Number Reckless:** 0

**DUI:** No

**When:**

**Felony:** No

**When:**

**Convicted of Crime:** No

**License Revoked:** No

**License Denied:** No

**Refused Insurance:** No

**Abandoned Equipment:** No

**Tested Positive for Controlled Substance:** No

**If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?:** Yes

**DAC/MVR permission granted:** Yes

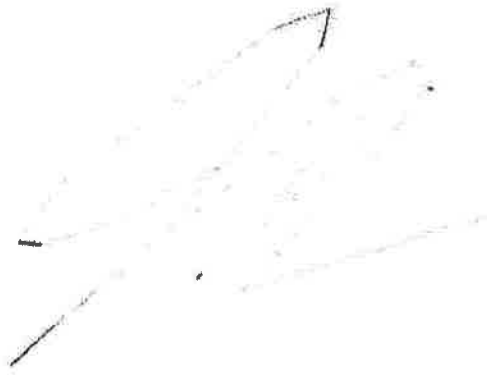
**Additional Driving History Comments****Driver Comments**

(No comments were provided)

**Digital Signature**

STC644368

REDACTED



**Recruiter Comments**

Add your new comment here

Set new status: Transfer to WorkFlow

Add Comment / Set Status

Reset After submitting, display the: Current application again

Re-Transfer to Workflow

**Previous Recruiter Comments:**

**Recruiter:** Michael Person **Date/Time:** 05/24/11 07:21 am **Status:** Transfer to WorkFlow  
**Comment:** This application was transferred to Workflow

**Recruiter:** Michael Person **Date/Time:** 05/24/11 07:14 am **Status:** Transfer to WorkFlow  
**Comment:** made contact wth driver

**Recruiter:** Michael Person **Date/Time:** 05/23/11 06:02 pm **Status:** Inbox / New App  
**Comment:** This application was assigned to me because the applicant selected my name or applied using my personal application form.

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STC644369



## Swift Transportation - App Manager

Page 1 of 2

App Manager Application  
 Recruiter Name: Michael Person  
 Source: My Website  
 Dated: 05/23/11 05:59 pm

## Contact Information

Name: [REDACTED]  
 Address: [REDACTED]  
 City: [REDACTED]  
 State: [REDACTED]  
 Zip: [REDACTED]  
 Phone: [REDACTED]  
 Email: [REDACTED]  
 SSN: [REDACTED]  
 DOB: [REDACTED]  
 Time to call: evening

## Driver License

DL #: [REDACTED]  
 DL State: CA  
 DL Expire: October 2, 2013  
 Class: Class C  
 Endorsement(s):

## Driver Information

Driver Type:  
 Solo/Team:  
 Part of a Team:  
 Need Training: Yes  
 Trucking School Grad:  
 Trucking School:  
 Graduate When:

Lease/Purchase:  
 Willing to Relocate:  
 Will work Part-time:  
 Interested in In-cab email:  
 Date Available: May 24, 2011

## Experience

Total OTR Experience in Years: 0

Preferred Traffic Lane(s):

## Employment History

Current Employer: RVS&P  
 Address: 1131 Luchessa drive san jose CA 95118  
 Phone:  
 Position: security  
 Begin Date: 04/2011  
 End Date:  
 Reason Left: n/a  
 Pay Rate:  
 Supervisor: okama  
 Length of Truck:  
 May We Contact:

Previous Employer: chevron  
 Address: great mall dr milpitas CA 95035  
 Phone:  
 Position: cashier  
 Begin Date: 08/2010  
 End Date: 01/2011  
 Reason Left:  
 Pay Rate:  
 Supervisor:  
 Length of Truck:  
 May We Contact:

Previous Employer: securitas  
 Address: San Jose CA  
 Phone:  
 Position: security  
 Begin Date: 02/2009  
 End Date: 08/2010  
 Reason Left:  
 Pay Rate:  
 Supervisor:  
 Length of Truck:  
 May We Contact:

## Driver's History

Number Accidents: 0  
 Number Preventables: 0  
 Number Tickets: 0  
 Number Preventables: 2  
 DUI: No  
 Felony: No  
 License Revoked: No  
 License Denied: No  
 Refused Insurance: No  
 Abandoned Equipment: No  
 Tested Positive for Controlled Substance: No

STC644370

REDACTED

DAC permission granted: Yes

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?: Yes

Driver Comments:

(No comments were provided)

Recruiter Comments:

Recruiter: Michael Person Date/Time: 05/24/11 07:21 am Status: Transfer to Workflow  
Comment: This application was transferred to Workflow

Recruiter: Michael Person Date/Time: 05/24/11 07:14 am Status: Transfer to Workflow  
Comment: made contact with driver

Recruiter: Michael Person Date/Time: 05/23/11 06:02 pm Status: Inbox / New App

Comment: This application was assigned to me because the applicant selected my name or applied using my personal application form.

This certifies that this application was completed by me, and that all entries on it and information on it are true and complete to the best of my knowledge. I hereby request and authorize Swift Transportation and their agents or contractors that receive this application to cause to be conducted, at any time, an investigation of my background for employment purposes, which may include, but is not limited to, any information relating to my character, general reputation, personal characteristics, mode of living, criminal history, past work experience, educational background, alcohol or drug test results, or failure to submit to an alcohol or drug test, or any other information about me which may reflect upon my potential for employment gathered from any individual, organization, entity, agency, or other source which may have knowledge concerning any such items of information. I have completed this application of my own free will and hold harmless of all liability all companies, agents and associated parties for the use of this application. As part of our consideration of your application, the DOT requires companies to investigate your employment background. As part of this investigation, they may obtain consumer reports about you from various consumer reporting agencies including HireRight (USIS/DAC). Any decision they make not to hire you based on information contained in your consumer report will be their decision alone. DAC does not make any decisions concerning your employment with these companies and will not know the specific reasons why they may decide not to hire you. In the event you are not hired based on information contained in your consumer report, the companies themselves will tell you. We will also advise you of your right to obtain a free copy of the consumer report from DAC and your right to dispute the accuracy or completeness of your report. Your consent for these companies to obtain the report from DAC is required. Although you have a right to withhold your consent, companies will not consider your application if you withhold your consent.

Digital Signature

7

*[Faint, illegible handwritten signature]*

[Redacted signature area]

STC644371

REDACTED



## APPLICATION MANAGER

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## Driver Application

**Source:** My Website  
**Rank:** 93%  
**Status:** Transfer to WorkFlow  
**Dated:** 05/09/11 12:50 pm  
**Company Specific:** Yes

## Contact Information

**Name:** Joseph Allan H [REDACTED]  
**Address:** [REDACTED]  
**City:** [REDACTED]  
**State:** [REDACTED]  
**Zip:** [REDACTED]  
**In case of emergency, notify::** Lois H [REDACTED]  
**In case of emergency, Phone:** [REDACTED]  
**Relationship:** spouse  
**Reference Name:** mary [REDACTED]  
**Reference Phone:** [REDACTED]  
**Relationship:** friend  
**Reference Name:** michelle s [REDACTED]  
**Reference Phone:** [REDACTED]  
**Relationship:** friend  
**Phone:** [REDACTED]  
**Cell Number:** [REDACTED]  
**Email:** [REDACTED]  
**SSN:** [REDACTED]  
**DOB:** [REDACTED]  
**Time to call:** day

## Driver License

**DL #:** [REDACTED]  
**DL State:** OH  
**DL Expire:** December 9, 2013  
**Class:** Class A  
**Endorsement(s):** Tanker  
**Can you perform the duties for the job?** Yes

## Driver Information

**Driver Type:**  
**Position Applying for:**  
**Solo/Team:**  
**Part of a Team:**  
**Lease/Purchase:**  
**Date Available:** May 23, 2011  
**Interested in in-cab Email:**

## Digital Forms

Request a new Digital Form for this Applicant:

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View previous Digital Forms for this Applicant:

[View Forms](#)

## App Actions

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[Comment/Status](#)

STC644377

REDACTED

**Experiences & Preferences**

Experience Level	Experienced driver	
Total OTR Experience	Years:	0.25
What is the highest grade you've completed?	12TH	

TRAILER TYPE	EXPERIENCE
Flatbed	Yes
Van	Yes
Tanker	Yes
Reefer	Yes
Qualcom Operations	Yes
Dropdeck	Yes

**Preferred Traffic Lane(s):****Employment History**

<b>Current Employer:</b>	C.R.ENGLAND TRUCKING	<b>Begin Date:</b>	JANUARY 19 2011
<b>Address:</b>	4701 W2100 SOUTH SALT LAKE CITY UT 84120	<b>End Date:</b>	PRESENT
<b>Position:</b>	OTR DRIVER	<b>Phone:</b>	801-972-2712
<b>Reason Left:</b>	NO MILES,NO HOMETIME	<b>Pay Rate:</b>	
<b>Supervisor:</b>	JOHN D [REDACTED]	<b>Length of Truck/Trailer:</b>	
<b>Vehicle Driven:</b>	2011 FREIGHTLINER CASCADIA	<b>May We Contact:</b>	Yes

<b>Previous Employer:</b>	RAYMOND KEY COMMERCIAL CONTRACTING	<b>Begin Date:</b>	JAN 2010
<b>Address:</b>	2513 PERFORMANCE COURTSUITE100 VIRGINIA BEACH VA 23453	<b>End Date:</b>	AUG2010
<b>Position:</b>	CDLDRIVER,SUPERINTENDENT	<b>Phone:</b>	757-689-8658
<b>Reason Left:</b>	NO WORK	<b>Pay Rate:</b>	
<b>Supervisor:</b>	JOHN S [REDACTED]	<b>Length of Truck/Trailer:</b>	
<b>Vehicle Driven:</b>	DUMP TRAILER,DUMPTRUCK	<b>May We Contact:</b>	Yes

<b>Previous Employer:</b>	HARRELL CONTRACTING INC	<b>Begin Date:</b>	08/07
<b>Address:</b>	RT.301 EMPORIA VA	<b>End Date:</b>	JAN,2010
<b>Position:</b>	SUPERINTENDENT/CDLDRIVER	<b>Phone:</b>	
<b>Reason Left:</b>	WIFE HAD MEDICAL PROBLEMS	<b>Pay Rate:</b>	
<b>Supervisor:</b>	DWAYNE J [REDACTED]	<b>Length of Truck/Trailer:</b>	
<b>Vehicle Driven:</b>	DUMP TRAILER/LOWBOY	<b>May We Contact:</b>	Yes

<b>Previous Employer:</b>	MARATTA&SONS LAND DEVELOPEMENT	<b>Begin Date:</b>	2/2000
<b>Address:</b>	COMMERCE RD. RICHMOND VA	<b>End Date:</b>	8/07
<b>Position:</b>	CDL DRIVER/SUPERINT.	<b>Phone:</b>	
<b>Reason Left:</b>	COMPANY WENT OUT OF BUSINESS	<b>Pay Rate:</b>	
<b>Supervisor:</b>	DAVE M [REDACTED]	<b>Length of Truck/Trailer:</b>	
<b>Vehicle Driven:</b>	LOWBOY/DUMPTRAILER	<b>May We Contact:</b>	

**Additional Employment Comments****Driver's History**

<b>Number Accidents:</b>	0	<b>Timeframe:</b> 0 years	<b>Number Preventable:</b>	0	<b>Number Rollover:</b>	0
<b>Number Tickets:</b>	0	<b>Timeframe:</b> 0 years	<b>Number Preventable:</b>	0	<b>Number Reckless:</b>	0
<b>DUI:</b>	No	<b>When:</b>				
<b>Felony:</b>	No	<b>When:</b>				
<b>Convicted of Crime:</b>	No					
<b>License Revoked:</b>	No					
<b>License Denied:</b>	No					
<b>Refused Insurance:</b>	No					
<b>Abandoned Equipment:</b>	No					
<b>Tested Positive for Controlled Substance:</b>	No					

STC644378

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?: Yes

DAC/MVR permission granted: Yes

**Additional Driving History Comments**

**Driver Comments**

(No comments were provided)

**Digital Signature**

Joseph H. [REDACTED]

**Recruiter Comments**

Add your new comment here

Set new status: Transfer to WorkFlow

Add Comment / Set Status

Reset After submitting, display the: Current application again

Re-Transfer to Workflow

**Previous Recruiter Comments:**

<b>Recruiter:</b> Tamala Wilcher <b>Comment:</b>	<b>Date/Time:</b> 05/10/11 02:51 pm	<b>Status:</b> Transfer to WorkFlow
<b>Recruiter:</b> Tamala Wilcher <b>Comment:</b> This application was transferred to Workflow	<b>Date/Time:</b> 05/10/11 02:51 pm	<b>Status:</b> Transfer to WorkFlow
<b>Recruiter:</b> Holly Baki <b>Comment:</b>	<b>Date/Time:</b> 05/10/11 02:44 pm	<b>Status:</b> Transfer to WorkFlow
<b>Recruiter:</b> Holly Baki <b>Comment:</b> Transferred to Tamala Wilcher	<b>Date/Time:</b> 05/10/11 02:44 pm	<b>Status:</b> Inbox / New App
<b>Recruiter:</b> Tamala Wilcher <b>Comment:</b> i talked to applicant on yesterday and instructed him to complete application online. he stated that when he tried to click on my name it kept clicking on the name above mines, applicant just called me to let me know that he had completed his application, please do recruit change. thanks	<b>Date/Time:</b> 05/10/11 02:30 pm	<b>Status:</b> Inbox / New App
<b>Recruiter:</b> Corina Salgado <b>Comment:</b> This application was assigned to me because the applicant selected my name or applied using my personal application form.	<b>Date/Time:</b> 05/09/11 12:52 pm	<b>Status:</b> Inbox / New App

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REDACTED



App Manager Application  
Recruiter Name: Tamara Wilcher  
Source: My Website  
Dated: 05/09/11 12:50 pm

Contact Information

Name: Joseph Allan H.  
Address: [REDACTED]  
City: [REDACTED]  
State: [REDACTED]  
Zip: [REDACTED]  
Phone: [REDACTED]  
Cell Number: [REDACTED]  
Email: [REDACTED]  
SSN: [REDACTED]  
DOB: [REDACTED]  
Time to call: Day

Driver License

DL #: [REDACTED]  
DL State: OH  
DL Expire: December 3, 2013  
Class: CLASS A  
Endorsement(s): Tanker

Driver Information

Driver Type:  
Solo/Team:  
Part of a Team:  
Hired Training:  
Trucking School Grad:  
Trucking School: C.R. ENGLISH DRIVING SCHOOL  
Graduate When: January 19, 2011

Lease/Purchase

Willing to Relocate:  
Will work OTR-time:  
Interested in in-car email:  
Date Available: May 23, 2011

Experience

Total OTR Experience in Years: 0.25

Trailer Type: Flatbed

Experience: Yes

Trailer Type: Van

Experience: Yes

Trailer Type: Tanker

Experience: Yes

Trailer Type: Reefer

Experience: Yes

Trailer Type: Qualcom operations

Experience: Yes

Trailer Type: Dropdeck

Experience: Yes

Preferred Traffic Lane(s):

Employment history

Current Employer: C R ENGLISH TRUCKING  
Address: 4701 H2100 SOUTH SALT LAKE CITY UT 84120  
Phone: 801-972-2712  
Position: OTR DRIVER  
Begin Date: JANUARY 19 2011  
End Date: PRESENT  
Reason Left: NO MILLS, NO SCHEDULE  
Pay Rate:  
Supervisor: JOHN W. [REDACTED]  
Length of Truck:  
May We Contact: Yes

Previous Employer: RAYMOND NIX COMMERCIAL CONTRACTING  
Address: 2511 PERFORMANCE COURT (W1610 VIRGINIA BEACH VA 23451)  
Phone: 157-449-0456  
Position: OPERATIVE, SUPERINTENDENT  
Begin Date: JAN 2010  
End Date: AUGUST 10  
Reason Left: NO WORK  
Pay Rate:  
Supervisor: JOHN R. [REDACTED]  
Length of Truck:  
May We Contact: YES

Previous Employer: HARRIS CONTRACTING INC  
Address: RT 301 BRUNSWICK VA  
Phone:  
Position: SUPERINTENDENT/CO-DRIVER  
Begin Date: 08/07  
End Date: JAN 2010  
Reason Left: WIFE HAD MEDICAL PROBLEMS  
Pay Rate:  
Supervisor: DEANNE J. [REDACTED]  
Length of Truck:  
May We Contact: Yes

Previous Employer: MARATTA SONS LAND DEVELOPMENT  
Address: COMMERCE RD. RICHMOND VA  
Phone:  
Position: CDL DRIVER/SUPERINT.  
Begin Date: 2/2000  
End Date: 8/07  
Reason Left: COMPANY WENT OUT OF BUSINESS  
Pay Rate:  
Supervisor: DAVE M. [REDACTED]  
Length of Truck:

STC644380

REDACTED

May We Contact:

Driver's History  
Number Accidents: 0  
Number Preventable: 0  
Number Tickets: 0  
Number Preventable: 0  
DWI: No  
Felony: No  
Licenses Revoked: No  
Licenses Denied: No  
Refused Insurance: No  
Abandoned Equipment: No  
Tested Positive for Controlled Substances: No

DAC permission granted: Yes

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?: Yes

Driver Comments:  
(No comments were provided)

Recruiter Comments:

Recruiter: Tamala Wilcher Date/Time: 05/10/11 02:31 pm Status: Transfer to Workflow  
Comment:

Recruiter: Tamala Wilcher Date/Time: 05/10/11 02:51 pm Status: Transfer to Workflow  
Comment: This application was transferred to Workflow

Recruiter: Holly Baki Date/Time: 05/10/11 02:44 pm Status: Transfer to Workflow  
Comment:

Recruiter: Holly Baki Date/Time: 05/10/11 02:44 pm Status: Inbox / New App  
Comment: Transferred to Tamala Wilcher

Recruiter: Tamala Wilcher Date/Time: 05/10/11 02:30 pm Status: Inbox / New App

Comment: I talked to applicant on yesterday and instructed him to complete application online. he stated that when he tried to click on my name it kept clicking

Recruiter: Corina Salgado Date/Time: 05/05/11 12:52 pm Status: Inbox / New App

Comment: This application was assigned to me because the applicant selected my name or applied using my personal application form.

This certifies that this application was completed by me, and that all entries on it and information on it are true and complete to the best of my knowledge. I hereby request and authorize Swift Transportation and their agents or contractors that receive this application to cause to be conducted, at any time, an investigation of my background for employment purposes, which may include, but is not limited to, any information relating to my character, general reputation, personal characteristics, mode of living, criminal history, past work experience, educational background, alcohol or drug test results, or failure to submit to an alcohol or drug test, or any other information about me which may reflect upon my potential for employment gathered from any individual, organization, entity, agency, or other source which may have knowledge concerning any such items of information. I have completed this application of my own free will and hold harmless of all liability all companies, agents and associated parties for the use of this application. As part of our consideration of your application, the DOT requires companies to investigate your employment background. As part of this investigation, they may obtain consumer reports about you from various consumer reporting agencies including Minitel (SSIS/DAC). Any decision they make not to hire you based on information contained in your consumer report will be their decision alone. DAC does not make any decisions concerning your employment with these companies and will not know the specific reasons why they may decide not to hire you. In the event you are not hired based on information contained in your consumer report, the companies themselves will tell you. We will also advise you of your right to obtain a free copy of the consumer report from DAC and your right to dispute the accuracy or completeness of your report. Your consent for these companies to obtain the report from DAC is required. Although you have a right to withhold your consent, companies will not consider your application if you withhold your consent.

Digital Signature

Joseph H. [REDACTED]

STC644381

REDACTED



APPLICATION MANAGER

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Home

My Apps

Deleted Apps

Search Database

Account Options

Contact Us

## Driver Application

Source: My Website  
 Rank: 91%  
 Status: Transfer to WorkFlow  
 Dated: 06/21/11 04:14 pm  
 Company Specific: Yes

## Contact Information

Name: Jesus A H  
 Address: [REDACTED]  
 City: [REDACTED]  
 State: [REDACTED]  
 Zip: [REDACTED]  
 In case of emergency, notify:: crystal  
 In case of emergency, Phone: [REDACTED]  
 Relationship: fiance  
 Reference Name: dora z  
 Reference Phone: [REDACTED]  
 Relationship: mom  
 Reference Name: jessie c  
 Reference Phone: [REDACTED]  
 Relationship: friend  
 Phone: [REDACTED]  
 Email: [REDACTED]  
 SSN: [REDACTED]  
 DOB: [REDACTED]  
 Time to call: any time

## Driver License

DL #: [REDACTED]  
 DL State: CA  
 DL Expire: April 30, 2016  
 Class: Class A  
 Endorsement (s):

## Driver Information

Driver Type:  
 Position Applying for:  
 Solo/Team:  
 Part of a Team:  
 Lease/Purchase:  
 Date Available: June 23, 2011  
 Interested in In-cab Email:

## Experiences &amp; Preferences

Experience Level

Has Class A CDL but needs training

## Digital Forms

Request a new Digital Form for this Applicant:

[Send Forms](#)

View previous Digital Forms for this Applicant:

[View Forms](#)

## App Actions

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[Next Application](#)
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[Comment/Status](#)

STC644382

REDACTED

**Total OTR Experience**  
What is the highest grade you've completed?

**Years:**  
some collage

0

(no specific experience was provided)

**Preferred Traffic Lane(s):**

**Employment History**

**Current Employer:** the home depot  
**Address:** 2400 alondra blvd paramount CA 90723

**Begin Date:** 02/2007  
**End Date:** 05/2011  
**Phone:** 562-272-8055

**Position:** sales associate  
**Reason Left:** currently working  
**Supervisor:** Jerry R [REDACTED]  
**Vehicle Driven:** forklift sit down electric pallet jack

**Pay Rate:**  
**Length of Truck/Trailer:**  
**May We Contact:** Yes

**Previous Employer:** plum-in-time  
**Address:** ontario ontario CA 91764

**Begin Date:** 08/2006  
**End Date:** 02/2007

**Position:** intalier  
**Reason Left:** late pay checks  
**Supervisor:** dan b [REDACTED]  
**Vehicle Driven:**

**Phone:**  
**Pay Rate:**  
**Length of Truck/Trailer:**  
**May We Contact:**

**Additional Employment Comments**

**Driver's History**

**Number Accidents:** 1 **Timeframe:** 0 years

**Number Preventable:** 0 **Number Rollover:** 0  
**Number Preventable:** 2 **Number Reckless:** 0

**Number Tickets:** 0 **Timeframe:** 0 years

**DUI:** No **When:**  
**Felony:** No **When:**  
**Convicted of Crime:** No  
**License Revoked:** No  
**License Denied:** No  
**Refused Insurance:** No  
**Abandoned Equipment:** No

**Tested Positive for Controlled Substance:** No  
**If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?:** Yes

**DAC/MVR permission granted:** Yes

**Additional Driving History Comments**

**Driver Comments**

(No comments were provided)

**Digital Signature**



**Recruiter Comments**

Add your new comment here

Set new status: Transfer to Workflow

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REDACTED

Add Comment / Set Status

Reset After submitting, display the: Current application again

Re-Transfer to Workflow

Previous Recruiter Comments:

**Recruiter:** Veronica Martinez **Date/Time:** 06/21/11 04:21 pm **Status:** Transfer to WorkFlow  
**Comment:** This application was transferred to Workflow

**Recruiter:** Veronica Martinez **Date/Time:** 06/21/11 04:17 pm **Status:** Transfer to WorkFlow  
**Comment:** SPK WITH J

**Recruiter:** Veronica Martinez **Date/Time:** 06/21/11 04:16 pm **Status:** Inbox / New App  
**Comment:** This application was assigned to me because the applicant selected my name or applied using my personal application form.

Swift Transportation - App Manager  
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App Manager Application  
Recruiter Name: Veronica Martinez  
Source: My Website  
Dated: 06/21/11 04:14 pm

Contact Information

Name: Jesus A H  
Address:  
City:  
State:  
Zip:  
Phone:  
Email:  
SSN:  
DOB:  
Time to call: any time

Driver License

DL #:   
DL State: CA  
DL Expire: April 30, 2016  
Class: Class A  
Endorsement(s):

Driver Information

Driver Type:  
Solo/Team:  
Part of a Team:  
Need Training: Yes  
Trucking School Grad: Yes  
Trucking School: zero school of truck driving  
Graduate When: June 8, 2011

Lease/Purchase:

Willing to Relocate:  
Will work Part-time:  
Interested in in-cab email:  
Date Available: June 23, 2011

Experience

Total OTR Experience in Years: 0

Preferred Traffic Lane(s):

Employment History

Current Employer: the home depot  
Address: 2400 alondra blvd paramount CA 90223  
Phone: 562-272-8055  
Position: sales associate  
Begin Date: 02/2007  
End Date: 05/2011  
Reason Left: currently working  
Pay Rate:  
Supervisor: jerry r  
Length of Truck:  
May We Contact: Yes

Previous Employer: plus-in-time  
Address: ontario ontario CA 91764  
Phone:  
Position: installer  
Begin Date: 08/2006  
End Date: 02/2007  
Reason Left: late pay checks  
Pay Rate:  
Supervisor: dan b  
Length of Truck:  
May We Contact:

Driver's History

Number Accidents: 1  
Number Preventable: 0  
Number Tickets: 0  
Number Preventable: 2  
OGI: No  
Felony: No  
License Revoked: No  
License Denied: No  
Refused Insurance: No  
Abandoned Equipment: No  
Tested Positive for Controlled Substances: No

OAC permission granted: Yes

If hired, can you present evidence of your U.S. Citizenship or proof of your legal right to live and work in this country?: Yes

Driver Comments:  
(No comments were provided)

Recruiter Comments:

Recruiter: Veronica Martinez Date/Time: 06/21/11 04:21 pm Status: Transfer to Workflow  
Comment: This application was transferred to Workflow

Recruiter: Veronica Martinez Date/Time: 06/21/11 04:17 pm Status: Transfer to Workflow

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REDACTED



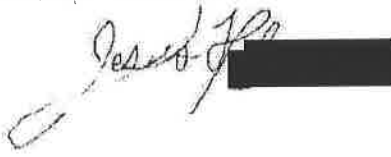
Comment: SRK WITH 3

Recruiter: Veronica Martinez Date/Time: 06/21/12 04:16 PM Status: Inbox / New App

Comment: This application was assigned to me because the applicant selected my name or applied using my personal application form.

This certifies that this application was completed by me, and that all entries on it and information on it are true and complete to the best of my knowledge. I hereby request and authorize Swift Transportation and their agents or contractors that receive this application to cause to be conducted, at any time, an investigation of my background for employment purposes, which may include, but is not limited to, any information relating to my character, general reputation, personal characteristics, mode of living, criminal history, past work experience, educational background, alcohol or drug test results, or failure to submit to an alcohol or drug test, or any other information about me which may reflect upon my potential for employment gathered from any individual, organization, entity, agency, or other source which may have knowledge concerning any such items of information. I have completed this application of my own free will and hold harmless of all liability all companies, agents and associated parties for the use of this application. As part of our consideration of your application, the DOT requires companies to investigate your employment background. As part of this investigation, they may obtain consumer reports about you from various consumer reporting agencies including HireRight (WHIS/DAC). Any decision they make not to hire you based on information contained in your consumer report will be their decision alone. DAC does not make any decisions concerning your employment with these companies and will not know the specific reasons why they may decide not to hire you. In the event you are not hired based on information contained in your consumer report, the companies themselves will tell you. We will also advise you of your right to obtain a free copy of the consumer report from DAC and your right to dispute the accuracy or completeness of your report. Your consent for these companies to obtain the report from DAC is required. Although you have a right to withhold your consent, companies will not consider your application if you withhold your consent.

Digital Signature



STC644386